

PFF / **POWER EVERY
WINNING DECISION**

PRO FOOTBALL FOCUS PATHWAY PROGRAM

**"Today I will do what others won't, so tomorrow
I can accomplish what others can't."**

- Jerry Rice
NFL Hall of Fame Wide Receiver



WHAT IS THE PATHWAY PROGRAM?

The PFF Pathway Program is a unique initiative aimed at providing college students with valuable **paid** work experience in the sports industry, specifically within the world of football.

As you progress through your college years, this program grows with you—offering opportunities to expand your skill set, increase your earning potential, and gain deeper insights into football. Each year, you'll have the chance to take on more responsibility and learn new skills, all while being compensated for your contributions as a Data Collector.

We understand the importance of balancing work with your academic and social life, which is why our program is designed with flexible scheduling to ensure it doesn't interfere with your studies or personal time. Moreover, this experience will not only broaden your knowledge of football but also help you develop skills that could potentially pave the way for a full-time career with Pro Football Focus in the future.

YOUR ROLE AS A DATA COLLECTOR:

Data Collection is the backbone of everything we do at Pro Football Focus. Our data team is led by a dedicated group of over 60 full-time staff members and supported by an additional 500 part-time contractors. As a Data Collector, you will play a key role in delivering player and play-level data to our team and media clients while also contributing to PFF's consumer products.

This is not a full-time job, but it can serve as a great way to supplement your income while gaining hands-on experience in football data analysis. If you're passionate about the game and eager to get a foot in the door of the football industry, this role offers a valuable opportunity to enhance your knowledge and skills.

While there is no guarantee of a full-time role, it's worth noting that **every** full-time football data analyst at PFF started as a part-time contractor. Each year, new full-time analysts are hired exclusively from within our part-time team.

This is a remote position, requiring no relocation, with work centered around the 2025 NCAA College Football season. This period runs from late August through early December. To be considered for an in-season role, you will first need to **successfully complete a six-week, unpaid training program** designed to teach you the skills necessary to collect data at the highest level.





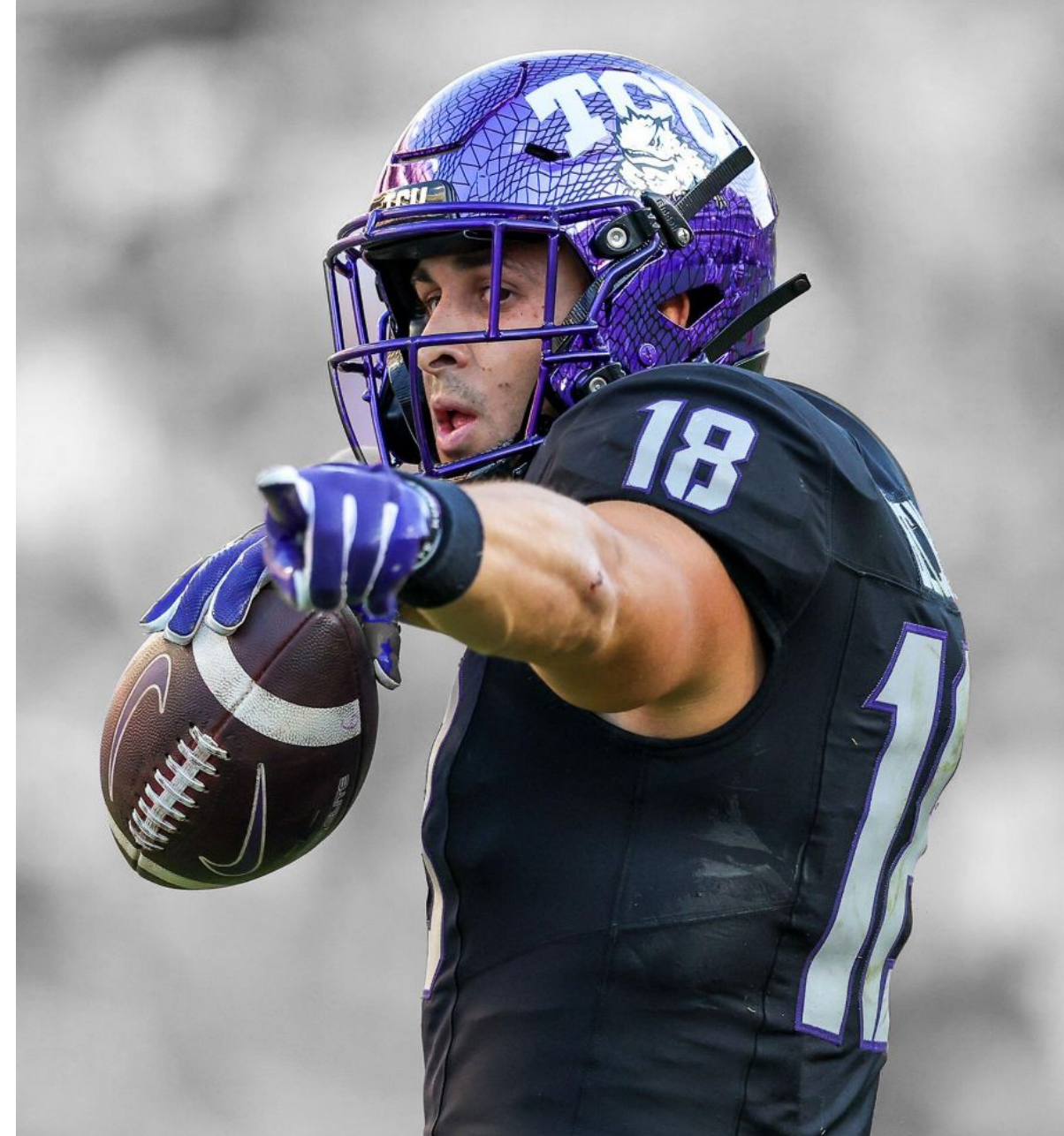
WHAT WE OFFER:

- Pay of \$50–\$60 per game, based on play count.
- Free PFF+ annual subscription after successfully completing training.
- Exclusive access to the PFF Discord community to connect with other contractors, analysts and industry experts.
- Community events, including Q&As with PFF analysts and senior staff members.
- Opportunities to learn new processes and take on more responsibilities each year.
- Potential full-time role after graduation—**every** PFF data analyst started as a part-time contractor.
- Opportunities to work on NFL level data collection for more accurate contractors.
- Credible paid work experience to strengthen your resume in the sports industry.

WHAT WE ARE LOOKING FOR:

- A deep passion for football and a strong understanding of the game.
- Familiarity with PFF and football data collection, or a willingness to learn.
- Strong communication skills, both written and verbal.
- Exceptional attention to detail and the ability to meet tight deadlines.
- Great time management skills paired with a positive work ethic.
- Availability to commit multiple hours during the football season, particularly on Saturday.
- Completion of the full application process.

Must be authorized to work in the United States without visa sponsorship.





TRAINING & EVALUATION PROCESS:

Once enrolled in the program, you'll begin a **six-week unpaid training and evaluation period**, designed to teach you the role while also assessing your performance. Training starts on May 19th, 2025 and requires a commitment of around 10 hours per week.

There are no scheduled classes—you can train at your own pace from home. Assignments will be distributed to trainees at the beginning of each week, with completion required by the end of that same week. Whether you finish everything in one day, spread it out over the weekend, or work a little each night, the schedule is entirely flexible.

The only structured part of training is our weekly drop-in sessions on Discord, where you can ask questions and get feedback. These sessions are optional but highly recommended for those looking to maximize their learning and are recorded for those who cannot attend in person.

We understand this is a major commitment. PFF operates as a meritocracy, just like the sport we cover—we're looking for the best candidates, and those who excel in training will earn a place on the team.

TRAINING SCHEDULE

Week 1 is an academic e-learning phase, where you'll be introduced to the fundamentals of data collection through instructional videos and quizzes. This ensures you understand the methods and concepts before diving into practical work. You'll also get an introduction to how data is entered into our system.

In the following weeks, training becomes more hands-on. You'll work on training games, receive feedback from trainers, and have access to Discord discussions, drop-in sessions, and one-on-one tutorials. These sessions provide valuable opportunities to ask questions, review assignments, and refine your skills.


Throughout the process, experts will be available to guide you, but **success depends on your engagement and commitment**. Those who take full advantage of the resources provided and actively seek improvement will progress much faster than those who take a passive approach.

The final step is the timed test game, where we assess your ability to complete a game under realistic conditions. However, while speed is noted, the quality of your work is the primary factor in our hiring decisions.



PFF / PATHWAY PROGRAM

2025 TRAINING SCHEDULE

WEEK	DATE	TRAINING ACTIVITY	
Week 1	19th May - 25th May	Work through E-Learning program	
Week 2	26th May - 1st June	Training Game 1 / Drop in sessions / 1-to-1 training sessions	
Week 3	2nd June - 8th June	Review Game 1 feedback / Training Game 2/ Drop in sessions / 1-to-1 training sessions	
Week 4	9th June - 15th June	Review Game 2 feedback / Training Game 3/ Drop in sessions / 1-to-1 training sessions	
Week 5	16th June - 22nd June	Review Game 3 feedback / Training Game 4/ Drop in sessions / 1-to-1 training sessions	
Week 6	23rd June - 29th June	Review Game 4 feedback / Timed Training Game 5/ Drop in sessions / 1-to-1 training sessions	

PROCESSES YOU WILL LEARN IN YEAR 1: BASE

All rookie data collectors will be taught one of two entry-level processes: Base or Player Participation. Base is a broadcast data collection process that records basic play-by-play data and then adds more detailed information. This includes pass location, first contact and tackle spots, trick plays, QB positioning, dropbacks, penalties, and more.

Accuracy and speed are critical, as Base creates the plays in the system that all other processes build upon. The role requires fast decision-making and attention to detail to ensure high-quality data entry.

- **When is this process worked?** Most college Base work happens live on Saturdays, with some overflow into Sundays. There are also opportunities to work midweek NCAA games and FCS games.
- **How long does it take to do?** 4 to 6 hours per game.



PROCESSES YOU WILL LEARN IN YEAR 1: PLAYER PARTICIPATION

Player Participation is a broadcast process that tracks which players are on the field, assigning them the correct position and role on every play. PP also collects data points such as offensive stances, press coverage, and line-of-scrimmage positioning.

Success in this process relies on an exceptional eye for detail—you'll need to distinguish between players based on subtle uniform differences rather than jersey numbers.

- **When is this process worked?** The majority of college PP work is done live on Saturdays, with some carryover into Sundays. There are also opportunities to work midweek NCAA games and FCS games.
- **How long does it take?** 4 to 6 hours per game.



WHAT DOES PAY LOOK LIKE?

YEAR 1

Top Year 1 earner in 2024 - \$5,882
Average Year 1 earnings in 2024 - \$772
Number of processes worked - 1

YEAR 2

Top Year 2 earner in 2024 - \$13,033
Average Year 2 earnings in 2024 - \$1,698
Number of processes worked - 3

YEAR 3

Top Year 3 earner in 2024 - \$15,175
Average Year 3 earnings in 2024 - \$2,571
Number of processes worked - 5



HOW MANY GAMES WILL I DO?

The number of games you work each season depends on your availability, performance, and progression within the program. Your weekly availability is the biggest factor, but speed and accuracy in your assigned process will also influence how many games you're given.

As you gain experience and learn new processes each offseason, you'll have the opportunity to work on games throughout the week—not just on weekends. This will not only increase your earning potential but also expand your knowledge of football and data collection.

In 2024, first-year contractors worked anywhere from one game to as many as 96 games over the course of the season. Ultimately, how many games you work is up to you and the effort you put into mastering the role.

HARDWARE & SOFTWARE REQUIREMENTS:

To perform this job efficiently, you'll need a web-capable computer—either a PC or Mac. However, tablets, phones, and Chromebooks will **NOT** work, as they do not support the required software.

A dual-monitor setup is strongly recommended. This allows you to watch game footage on one screen while entering data on the other. If you don't have a second monitor, a simple solution is to connect your computer to a TV via HDMI—no need to purchase additional equipment.

Required Software:

- Google Drive – Used for training materials and file sharing (a Google account is required).
- Discord – Mandatory for communication, game assignments, training discussions, and drop-in sessions.
- VLC Media Player – Required to play back video files sent to you during training.

To ensure a smooth training experience, we strongly recommend installing and familiarizing yourself with all necessary software before training begins.





IN-SEASON COMMITMENTS:

In Year 1, you'll need to commit **at least six hours most Saturdays** during the NCAA season to work a live game or one that begins within 12 hours of kickoff. The time required to complete a game varies based on individual ability, but you will get faster with experience.

If you're unable or unwilling to dedicate six hours on Saturdays, this role may not be the right fit. While six hours is the average time for rookie Data Collectors to complete a Base or Player Participation assignment, some will finish faster, while others may take longer, especially in the early stages of training. However, with practice, your efficiency will improve significantly, and over time, you will be able to complete assignments in far less time.

As you gain confidence and accuracy in your role, you'll also have the opportunity to increase your workload. Many first-year Data Collectors choose to take on additional games on Sundays and, as the season progresses, often find themselves wanting to do more.

After Year 1, we will look for you to take on additional midweek assignments using All-22 film-based processes, which are introduced in Year 2 and beyond. Expanding your skill set will not only increase your earning potential but also help you advance within PFF, positioning you for greater responsibilities in the seasons to come.

YOUR THREE-YEAR GROWTH PATH:

Our program is designed to help you develop your skills, expand your responsibilities, and deepen your football knowledge year after year. Here is what your progression could look like:

YEAR 1 – LAYING THE FOUNDATION	YEAR 2 - EXPANDING YOUR ROLE	YEAR 3 - MASTERING THE CRAFT
<ul style="list-style-type: none">• Train in one of two entry-level processes: Player Participation or Base.• Work primarily on Saturdays throughout the season.• Gain hands-on experience with PFF's data entry system and live game-day operations.• Establish relationships with trainers, process managers, and other team members.	<ul style="list-style-type: none">• Learn two additional mid-level processes.• Work games in multiple processes each week, increasing game-day involvement.• Become an active member of the PFF community and strengthen team relationships.• Expand football knowledge through Q&As and additional learning resources.	<ul style="list-style-type: none">• Train in two or more advanced processes, including Analysis—the foundation of PFF's player grading.• Work across all trained processes throughout the season.• Contribute beyond data collection, assisting with additional projects and specialized tasks.• Develop strong relationships with process managers and key stakeholders.• Establish yourself as a high-level contributor, positioning for potential full-time opportunities.

OPPORTUNITIES AFTER THE PROGRAM:

For those who complete all three years of the program, PFF offers the opportunity to continue working with us as a part-time Data Collector. Most choose to stay on, with some contractors contributing regularly for over a decade or more, while others work only a handful of games per season to remain involved in the football community.

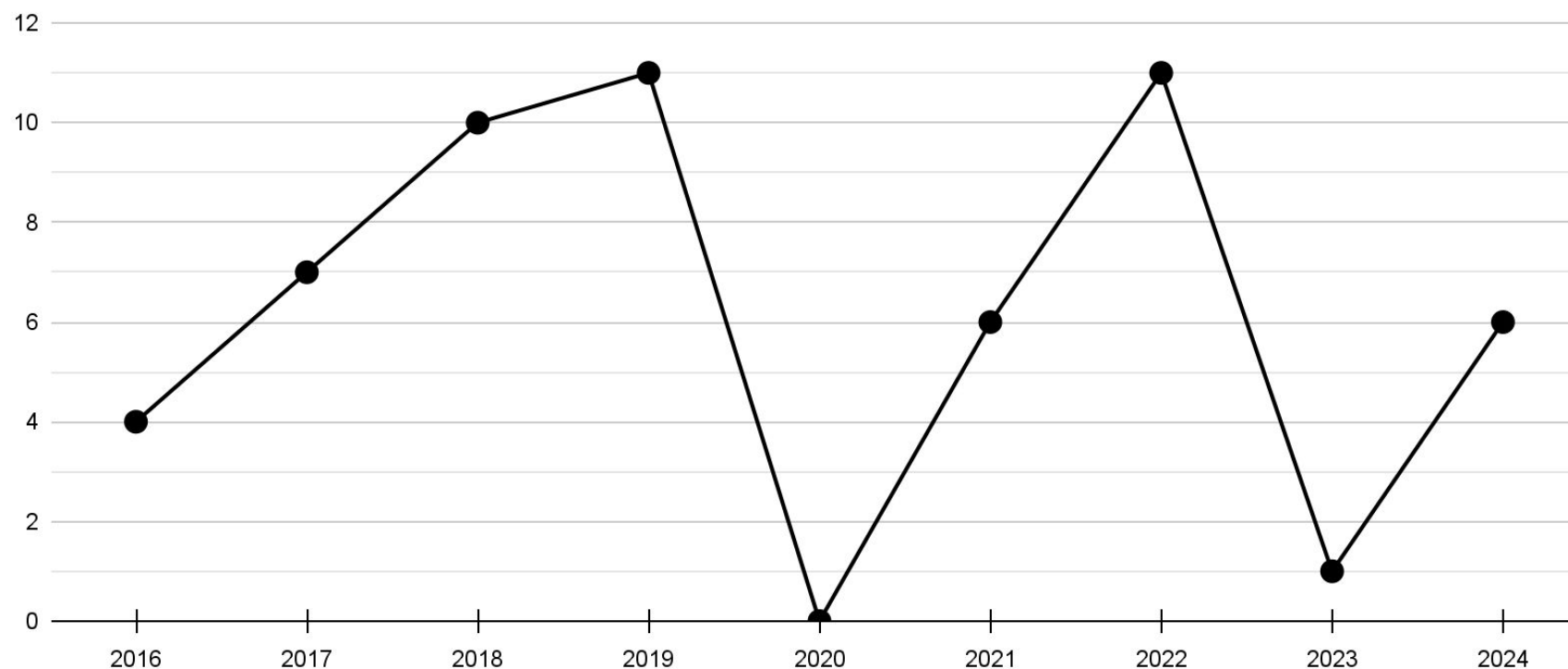
Although full-time positions within PFF are competitive, graduates of this program will be at the top of the list for consideration when full-time Data Collector roles do become available. The skills and experience gained through this program are essential for any full-time data team member at PFF and they provide a strong foundation for careers in football analytics, sports media, and beyond.

Once you've become part of the team, you will always have a place with us. Whether you're looking for a full-time career or simply want to stay connected to the game, we will continue to offer you work if you want it.



PFF FULL-TIME DATA COLLECTOR HIRES SINCE 2016:

While there are no guarantees on the number of full-time Data Team positions available each year, PFF has hired at least one full-time Data Collector annually since 2016*. As a company that prioritizes internal promotion, many full-time roles open up when existing Data Collectors advance to other departments within PFF. This makes it difficult to predict future vacancies, but the chart below highlights our hiring trends over the years, giving you insight into past opportunities.



*Exception for the Pandemic year of 2020

WHERE PFF CAN TAKE YOU:

PFF has been a launchpad for many who aspire to build a career in football. While some of our full-time Data Collectors have grown into leadership roles within PFF, others have taken their expertise beyond our walls, making an impact across the football world. Whether in team front offices, media, or analytics, the foundation built here has helped many take the next step in their careers. Here are just a few who have made their mark...

BOBBY SLOWIK

Dolphins Senior Passing
Game Coordinator
2 YEARS F/T
with PFF

ZAC ROBINSON

Falcons
Offensive Coordinator
2 YEARS P/T, 2 YEARS
FT with PFF

RYAN SLOWIK

Dolphins Defensive Backs
Coach/Pass Game Specialist
3 YEARS P/T
with PFF

ERIC EAGER

Panthers Vice President of
Football Analytics
8 YEARS F/T
with PFF

RYAN FEDER

Cowboys Game
Management Coordinator
1 YEAR P/T
with PFF

STEVE SLOWIK

49ers
Pro Scout
1 YEAR P/T, 3 YEARS
F/T with PFF

MIKE BYRNE

Seahawks
Offensive Assistant
2 YEARS P/T, 3 YEARS
FT with PFF

ANTHONY TREASH

Notre Dame
Director of Analytics
1 YEAR P/T, 5 YEARS
FT with PFF

JOE CAULFIELD

Air Force Director of
Football Operations
5 YEARS P/T
with PFF

MARK PRETO

Youngstown Football
Video Coordinator
6 YEARS P/T
with PFF

BEYOND DATA COLLECTION:

Many who start as part-time Data Collectors don't just gain experience—they build careers. Some have expanded into roles in HR, sales, marketing, content, social media, product development, and R&D, shaping different areas of the company. Others, like Sam Monson and Steve Palazzolo, have transitioned from analyzing plays to becoming on-screen personalities, a path that Dalton Wasserman is now following too.

SAM MONSON

33rd Team
NFL Analyst
13 YEARS F/T
with PFF

STEVE PALAZZOLO

33rd Team
NFL Analyst
13 YEARS F/T
with PFF

MIKE RENNER

CBS Sports NFL
and Draft Analyst
12 YEARS F/T
with PFF

AUSTIN GAYLE

The Ringer Audience
Engagement Manager
5 YEARS F/T
with PFF

BRAD SPIELBERGER

Director of Football Admin Grand
Central Sports Management
4 YEARS F/T
with PFF

ZACH DRAPKIN

Eagles Senior
Quantitative Analyst
1 YEAR Intern
with PFF

HALEY ENGLISH

Lions Football
Information Analyst
1 YEAR Intern
with PFF

ARJUN MENON

NY Jets
Football Analyst
3 YEAR Intern
with PFF

MIKE CLAY

ESPN NFL
Senior Writer
5 YEARS F/T
with PFF

JEFF RATCLIFFE
BRETT ROLLINS
COLE BROWN
MEHMET CEM ERDEN
DEREK BENSON
+ MANY MORE WITH NCAA,
NFL, ESPN, CBS, FOX, NBC...

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WHAT'S NEXT:

If you're ready to take the next step toward joining the PFF Pathway Program for the 2025 season and beyond, we invite you to apply today.

Simply fill out the application form linked below, and our team will review your submission. If selected, we'll reach out with the next steps and further details about the program.

📌 Apply here: [Google Form](#)

We also ask that you send your CV and cover letter to the email address below.

THE DEADLINE FOR RECEIVED APPLICATIONS IS 12th MAY, 2025

If you have any questions or need more information, don't hesitate to reach out, our team is happy to help.

✉ Contact us at: Academy@pff.com

We look forward to reviewing your application and hopefully welcoming you to the program!

THANK YOU FOR YOUR ATTENTION

POWERED BY **PFF**