



MEMORANDUM OF UNDERSTANDING

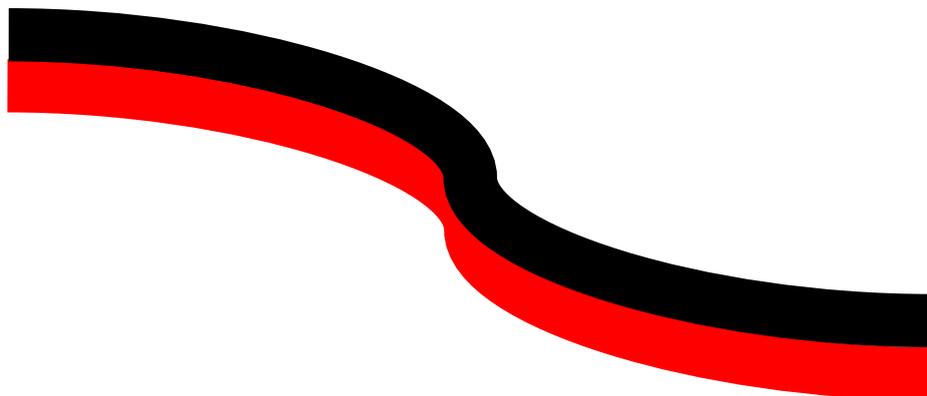
TECHNICAL COLLABORATION AGREEMENT

BETWEEN

Hamrun Spartans F.C.

AND

YOUTH TALENT DEVELOPMENT STRATEGY



OFFICIAL DOCUMENT

JUNE 2022

INTRODUCTION

The opportunity to bring to Malta promising African players for further development has always been an interesting and enticing prospect for Maltese Clubs. Through this agreement we are concretely laying the foundations to explore this possibility and make it happen. This collaboration agreement is probably the first of its kind for a Maltese Club and our aim is to invite other local Clubs to be our partners in this project. Our aim is to attract young talent from Ghana, give them an opportunity to play in our Academy and possibly form part of our Senior Squad. This football experience will provide a unique opportunity to these players to gain experience in a European League and also grow as individuals. Their future career will obviously depend on many factors, but this exposure can also be the first step for a football career in Europe.

The success of these young prospect will also be our success and of all our partners behind this project. This is a long-term investment in youth talent, and the return on investment may not be immediate. However, we think our Club will surely gain from this investment, provided we are supported by the right partners and manage this project with a professional approach.

This project can be segmented in different phases:

- Identification, evaluation and selection of Talent in Ghana
- Transferring them to Malta with all logistical and adaptation support
- Enhance and expose their talents and help them grow on all levels
- Explore European Clubs who would be interested in registering them

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WHY GHANA

There are various reasons which led us choose Ghana as the ideal country for this project. The main reasons are the following:

- **Ease of Communication**

Ghana is an English-Speaking African Country. This is very important because it would help our communication and would also be a key factor in the transition and adaptation process from their country to our country

- **Abundance of talent in the country**

A nation of 30 million population having a National Team which won several international cups and titles. Their FIFA Ranking is also impressive – 61st in the world and 11th in Africa.

- **Country's stability and good governance**

Ghana today is considered by other neighbouring African Countries as a successful example of economic recovery and political reform in Africa

- **International World Class Players**

There were so many players who hailed from Ghana and played successfully with major Clubs in Europe. Amongst the players which made it successfully in European Football we can mention players like: Sulley Muntari, Abedi Pele, Stephen Appiah, Gyan Asamoah, Tony Yeboah, Michael Essien and Kevin Prince Boateng

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- **Excellent Diplomatic Relations between Malta and Ghana.**

“Diplomatic relations between Malta and Ghana go back to 1974. Since the last couple of years however, relations have flourished with two consecutive State Visits, one in 2017 and the other one in 2019, which were followed by the official opening of the High Commission of Malta in Accra

- **Our Partners**

We have two partners who are committed to work closely with us on this project. These are:

1. **Mr. Hajj Yusif Ahmed Fofana** who is very close to the Ghana Football Association
2. **Mr. Claudio Capuzzo** who is also a keen promoter of this project. His involvement would assist us not only in the identification of talent in Ghana but also in the potential of exporting this talent to other clubs in Europe

- **Their Passion for Football**

With Ghana, we share incredible passion for the game. The size of the Ghana population could be the ideal partner for us, since it is recognised as one of Africa’s powerhouses.

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FIFA and MFA Regulations

FIFA Regulations on the Status and Transfer of Players have special provisions for the protection of minors in International Transfers. Article 19 – Protection of Minors (FIFA RSTP) states that:

“Only players who have reached the age of 18 years are allowed to be transferred from one country to another”

Players Under 18 years of age can be transferred but only in the following 5 special cases below:

- a) The player’s parents move to the country of the new club for reasons not linked to football.
- b) The transfer takes place within the EU.
- c) The Player lives within a 100km radius of the new club.
- d) Humanitarian reasons demand that the player is allowed to reside in the country of the new club.
- e) The player is a student in an exchange programme and the new club is an amateur club.

Unfortunately, none of the above are easy to comply with and therefore, we are left with no alternative but to focus on 18-year-old players. In the future we might even be induced to act differently. This would only be in a scenario where the opportunity dictates that the player is of outstanding and exceptional levels. In this case we might be tempted to get the young player for a trial to Malta. If

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our evaluation is confirmed and the player is indeed a potential 'football crack', then option **(a)** above may be considered.

As far as local Regulations are concerned, Clubs have limitations imposed by MFA on the number of foreign players each club is allowed to register and it varies according to the category.

In the Premier League a Club may not register more than 12 foreign players in a season. On Match Day out of these 12 only 9 can go on the Line-up and 7 on the field of play at any one time.

In the Challenge League, which is the 2nd tier of Maltese football, the limitations are even stricter. Maximum registrations 4 in total, 3 on the line-up and one on the bench.

In the Amateur League, 3rd tier, only 2 players can be registered of which one can be in the line-up.

The above limitations may oblige the club to loan out a number of these youths to other clubs. This would mean that if the proposed Ghana Youth Scouting Strategy is successful, the Club might consider entering into separate Collaboration Agreement with other Maltese Clubs where incoming players may be loaned to them. In such a scenario a separate agreement with third party Clubs would come into place, whilst following and monitor their progress and development on their skills and career.

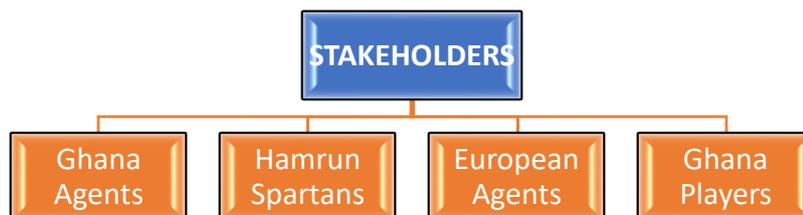
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SCOUTING PARTNERS

A key to the success of the Ghana project would be our partners in Ghana who will provide profiles of the most promising youths in Ghana. It is evident that we will be strengthening our ties with those partners who would send us the most promising players, and therefore the success of the relationship between Hamrun Spartans F.C. and our partners in Ghana, simply depend on the success and results of their recommended players profiles.

However, a very important aspect in this Technical Collaboration Agreement would be our ability to create a similar structure and identify potential partners who would be willing to follow the progress of these players in Malta, and eventually propose them to other international Clubs abroad. This means that Hamrun Spartans will have to identify Scouting Partners in Europe who will be assess the progress of these players in Malta with the possibility of transferring them after their development is monitored closely. We have to create important technical and business relationships with European Partners to give them the possibility to promote our youngsters abroad. Only in this way this Collaboration Agreement could be sustainable and successful.

So basically, there would be FOUR Stakeholders in the proposed Technical Collaboration Strategy. These are:



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1. PARTNERS IN GHANA

Our partners have a very important role especially in the identification of talent and the potential of future interesting prospects. Another important responsibility would be to explain and prepare the players ahead of the challenges such an experience away from their home country could and would present.

2. HAMRUN SPARTANS F.C.

Provide the Technical Platform for these Youngsters to develop their football skills reaching levels which hopefully attract the attention of international scouts and clubs. Playing for Hamrun Spartans or for any other local Club should be the first stepping stone for future career development in Malta and / or other International Clubs

3. OUR PARTNERS IN EUROPE

This link is an essential part of this chain. The success of our Partners in Europe will determine the success or failure of this Scouting Strategy. We

4. GHANA PLAYERS

The most important stakeholder in this Strategy is definitely the Player himself. Ultimately most of the success or failure of this Youth Strategy depends on the Player. His determination, his mental strength, his technical abilities, his adaptability skills and many other factors will all contribute in some way or another to the successful result of this proposed strategy

It is of fundamental importance that our Agents are motivated to propose only potential talents who can potentially make the grade and possibly transferred to other European Clubs.

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ESTIMATED COSTS & PROJECTIONS

The project will start with 4 players initially. Less than this number will increase the individual cost. A higher number will make the operations difficult to manage, especially in the early stages.

The Annual Cost for Four Players are:

Flights	€4,000	At present flights from Accra to Malta vary between € 900 - € 1,000.
Accommodation	€12,000	A three bedroomed apartment in Hamrun/Sta. Venera should be found at not more than € 1,000 monthly.
Food	€12,000	An estimate for grocery costs over a monthly period for 6 persons should not exceed € 1,000.
Transport	€4,800	Living in Hamrun should ease this problem. However, a provision for at least one car to be shared between them should amount to € 400 monthly.
Spending money	€14,400	Having no need to provide for food, accommodation and transport expenses an allowance of € 300 per month per person should be sufficient.
Visas and Related Documents	€2,800	Residence permit, visas, chest X-rays and medical tests should amount to about € 600 per player. This is a one-off expense.
TOTAL	€50,000	

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FINANCIAL PROPOSAL

Scenario A

Transfer of Player from Hamrun Spartans to a First Foreign Club

- 20% of Transfer Fee to Ghana Partners / Ghana Club
- 80% of Transfer Fee to Hamrun Spartans
- €15,000 to be paid to Hamrun Spartans F.C. to waive the costs for each year the Player stays with the Club

Scenario B

Transfer of Player from the First Foreign Club to a Second Foreign Club

- 5% of Transfer Fee to Ghana Partners / Ghana Club
- 30% of Transfer Fee to Hamrun Spartans F.C.
- 65% of Transfer Fee to the First Foreign Club
- €15,000 to be paid to Hamrun Spartans F.C. to waive the costs for each year the Player stays with the Club

Contract Duration

The Player will sign a contract with Hamrun Spartans for one Season with an option for the Club to extend the contract for more seasons.

Professional / Agency / Transfer Fees / Commissions

- i. No fees will be paid to Ghana Stakeholders (Agents / Partners / Clubs) as long as the player remains with Hamrun Spartans F.C.

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- ii. Our Partners will ONLY get their transfer commissions/fees (mentioned above) if they are directly involved in the transfer of the said player/s.
- iii. In case the player is transferred directly from Hamrun to another Foreign Club by other Agents / Partners / Clubs who are not signatory to this document, the Transfer fee share to the Ghana Stakeholders shall go down to 10%. The share for Hamrun Spartans shall go down to 70%.
- iv. Moreover, the Ghana stakeholders (Agents / Partners / Clubs) shall ONLY be entitled to the percentage in (iii) above if the transfer fee to the Foreign Club is equal or exceeds the sum of € 200,000 (two hundred thousand Euro).

RETURN ON INVESTMENT

Hamrun Spartans FC will invest around € 50,000 on these 4 players. It is expected that at least one of them will make it to a foreign club in Europe. Having the right scouts, these players should be of the highest quality. They can be loaned out at a fee with the option to be transferred permanently.

One can assume that making it to an Italian Serie B or other European League is a reality that is within their possibilities. It should be safe to assume that one transfer fee would balance the whole year's expenditure leaving the club with 3 promising players at zero cost.

The players' service to the club during the season has to be put into the equation. Their exposure will reach new heights when the Club participates in

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the UEFA Competitions. An opportunity that is a real possibility for Hamrun Spartans year in year out.

Other requirements and considerations

Prior to their arrival in Malta, our Partners in Ghana must submit the medical history of each player and accept to be submitted for a medical test upon arrival in Malta.

Being Under 23, all players arriving from Ghana as part of the Technical Collaboration Agreement, must present documents ensuring, certifying and confirming that no FIFA Training Compensation would be requested when they sign their first professional contract with Hamrun Spartans or any other Club in Malta or abroad

CONCLUSION

This is a very ambitious project and many factors will determine its success or failure. It is the first time that a Maltese Club is taking Youth Development to professional levels. For sure one important factor that will ensure the smooth transition from Ghana to Malta, would definitely be the setting up of a specialised unit made up of technical and competent people. In this manner we would be determining that all external factors are being taken care off, to ease the pressures from the player. This means that with the support of this Unit, the player can focus on his football development to progress on his path to professionalism. This will mean potential revenue to all stakeholders and therefore the success and sustainability of this project in the years to come.

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SIGNATORIES TO THIS AGREEMENT

On behalf of Ghana Club

_____	_____
President	Secretary

On behalf of Hamrun Spartans F.C.

_____	_____
President	Secretary

On behalf of Ghana Partners / Intermediaries / Agents

_____	_____
Claudio Capuzzo	James Kotei

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