

“Being Timo Schultz – Episode 1”

((phone ringing 2x)) Schultz!

Music Thees: “Bon voyage Timo Schultz, also for district and club
You shall be my very last FC Sankt Pauli coach.
How much can love endure? I may never make it out!
But until then fuck it, Forza, FC Sankt Pauli!”

Debbie: **Being Timo Schultz**. A MillernTon podcast in which we accompanied the FC St. Pauli coach for a year. **Being Timo Schultz** is a MillernTon podcast project. You can hear the first of four episodes here and the next three episodes will be released within the next few days. I'm Debbie and I'll be holding the narrative threads together a bit here. But first Tim will tell you how this project came about, what will happen here and how the whole thing has developed over time. At the end of the episode, we will tell you who else was involved in this project and how you can help us to get projects like this off the ground in the future.

Tim: They exist, these crazy ideas of which one says that they are actually much too crazy to be realised. There are too many imponderables and then there are also other people who have to like what you yourself consider to be world-class. Timo Schultz was introduced as coach of FC St Pauli in the summer of 2020. A short time later, I was sitting on the terrace on a warm summer night in the last draughts of my last beer and suddenly had the idea.

Why doesn't the MillernTon just make a podcast documentary? Accompany one person over the entire season and record short episodes, again and again, that's it. What insights you could get, and who would be a better fit for FC St. Pauli than Timo Schultz? Accompanying him in his first season as Bundesliga coach, experiencing ups and downs, asking questions that you wouldn't normally ask. Getting insights that you would never get otherwise. A massive idea, at least that's what I thought. Now the time of balmy summer nights is starting again and lo and behold, others also found the idea quite good. Almost ten months after the idea of this project, we can proudly announce: it is done! The biggest project the MillernTon has ever taken on is finding its way into your ears. We accompanied Timo Schultz in his role as coach of FC St Pauli for a whole season. Captured highs and lows and gained insights that would never be available otherwise. During this time, I called Timo Schultz a total of 22 times and recorded short episodes. The result was countless minutes of recording, and the greater the number of recordings became, the more we at MillernTon realised what a mammoth project it actually was. We think that the entire effort was worth it. Listening through the individual recordings for hours until you could pronounce the words. Listening through AFM radio recordings and drafting a countless-page-long script with the words I'm about to read out. Yes, it was worth it, so have fun with a season review from the inside perspective of the club and especially from the perspective of the head coach of FC St Pauli. Have fun with "Being Timo Schultz".

[Interlude]

Debbie: What a season! We went into the winter break with a queasy feeling, spent the winter in 17th place after a largely weak first half of the season, and then had such an

amazing second half of the season that sometimes you wonder if the TV is broken, that's how well the team played all of a sudden. And then we also took the derby win with us. In the end, we are in a secure midfield position. Unfortunately, most of us did not experience this rollercoaster of emotions in the stadium. A completely unfamiliar and at the same time unpleasant feeling for us fans.

But first things first: in July 2020, Timo Schultz became head coach and for many fans of our club, he was exactly the right man. Especially after this rather destructive time with Jos Luhukay. Yes, a person who knows the club like no other. One who fits the club, but also one who is capable of bringing sporting success.

[music]

Debbie: Yes, we spoke to Timo Schultz for the first time long before the season started in September. The euphoria was great, not only among the fans but also among the coach! The Jos Luhukay era? Finished! Timo Schultz is now head coach of the first team. Yes, and he really does have a good reputation. First as a player, then as a co-trainer and finally as coach of the U17 and U19 teams, he was active for FC St. Pauli. Yes, now he is the head coach of the first team, but in a really difficult time. A time in which Corona ensures that fans are not allowed into the stadium, or only in comparatively tiny numbers. A time in which a massive upheaval was initiated not only in the coaching position but in the entire FC St Pauli squad. And after such an upheaval, it takes a bit of time for everything to settle down, which was somehow not entirely clear to many people, or they somehow ignored it. Yes, and there were also a lot of new players who didn't know the Millerntor and the fans. But what is Timo Schultz's idea of football and what is this young, freshly assembled team like before the season? We asked ourselves the same question:

Tim: Timo! What concept did you use to convince those in charge at FC St Pauli that you are the best possible coach for the club?

Timo: Um, by saying that you simply win every game.

Tim: That simple?

Timo: Yes. Full stop. Any other questions?

((Laughing))

Timo: No, no, no, it's like that, of course, through my time as a player and then as a co-trainer and most recently in the youth coaching centre, I've got to know the club relatively or very well from the inside and already know pretty well, I think, where our strengths and weaknesses are, and on top of that, of course, I've learned a hell of a lot of new stuff as a football coach, I've more or less tried it all out over the last few years and maybe sorted out a bit of what I like best or what suits me best, but what might also suit St. Pauli best. At St. Pauli, we have limited possibilities currently but I believe that we can be best in those areas where we are, I would say, talent-free, in areas and things that no one can forbid us. So I mean areas such as medical care, in issues like blood values, in pre- and post-training care

and athletics, athletics training, additional units. Also, as far as imbalances in the body and things like that are concerned, you can train all that, it's not a problem at all. I can't teach every player to hit the ball into the corner from 20 metres, but I can train certain things or at least optimise them in the environment in such a way that I'm sure we get the optimum, almost the optimum out of the players with St. Pauli possibilities. And I believe that this should be the path that the club should take in the next few years, independently of me as head coach, that we really always work on the optimum, the St. Pauli optimum. More is always possible.

Tim: I think so too. And if you had to make a very, very cautious prediction now, which I will of course nail you down at the end of this podcast project, where could the season end?

Timo: Well, it has nothing to do with low energy or total euphoria, I'm having a really hard time at the moment, because the first few weeks are starting and I'm trying to increase the amount of exercise and then you notice how difficult it is for one or the other player or how the muscles start to vibrate and twitch and somewhere I have the feeling, I'm at the lowest limit of the intensity of the load and most of the players are squawking as if I'm Felix Magath and that doesn't quite fit together from my point of view if I'm honest. And for me, it's a balancing act, so do I keep the load high and the intensity high because I simply think that's what we need for our game and then also risk that one or the other gets injured, or do I cut back again, as has perhaps been done time and again in recent years so that nobody gets injured and then, in the end, I don't have the competitive toughness? That's the question I'm asking myself right now because I'm already noticing that it's a bit too much for some of the boys and I can see from the data that it's normal and that we're currently working out how it can best be done so that it's in the best interest of both us and the lads.

Tim: Would you say that the preparation until then, I mean, you've already had two injuries, two muscle injuries, that's always a little bit of an alarm signal, you've already mentioned that the load is a bit high right now, or the values at least indicate that?

Timo: Yes, yes, the thing is that the boys give so much gas and when someone runs 12.5 kilometres in training, then, on the one, hand it is, of course, great, because he is mega committed and because he can also run it, but on the other hand it is perhaps too much, because then two or three days later it might take its toll on the long stride, I used to train for three weeks in total fatigue, that was a pure fight for survival ((Tim laughs)) and I don't want the lads to have that. I only want them to have a peak every second or third session, an absolute explosion or peak of stress, and then two or three sessions with a day off, so that they can recover and at the moment the recovery ability of many players is not as I imagine it, I can honestly say that we have to see how we can reconcile that. Injuries are part of it, so that's also quite clear. So far, we've had two or three injuries - that's perfectly within the bounds of preparation and that's part of it. I'm not under any illusion that we'll make it through the whole season without any injuries, it's just not the case. It never will be.

Tim: And if we now come back to the concept, there will surely be more or less a type of football that you want to play in the performance, right?

Timo: Yes. I think that a Sankt Pauli team always distinguishes itself by working aggressively against the ball, then first starting with defence. That doesn't mean that you play a permanent attacking pressing, but that at least when you are a bit deeper, you run onto the balls, that you wait until the ball is played into a combat zone and then that it really cracks there and that you play forward as quickly as possible when you win the ball. I believe that we really have a team that can do that. With the ball, I don't want to start talking about ball circulation, wing play and quick depth, that's what everyone says. That's always wishful thinking, dream thinking. We have to look at what kind of team we have. What suits us and then our game concept will look like that, but I can already tell you this much: we won't play with eternal ball circulation and a lot of forwarding shifts, I don't think that will be our style, but we will try to get forward in a targeted way but also as quickly as possible, to play over as many lines as possible, so that in the last third, we can maybe also play out our speed, our offensive one-on-one, we really have some players in the squad to do that.

Tim: Great, thank you. That's enough for this time.

Timo: That was short and painless, wasn't it? He?

Tim: Yes, that's exactly how I want those takes to be. That's exactly how they should all be.

Tim: It's exciting what Timo Schultz has to say about the style of play, isn't it? Aggressive against the ball, switching, we have players who are good in one-on-one. The basic idea of this style of play was definitely visible on the pitch during the season, in my opinion. Remember what Timo said in the episode about the ideas and principles. But what he also said about where the journey is going, his prediction. Because whether he still agrees with this assessment at the end of the season, we will hear at the end of this podcast documentary.

Debbie: But before we could see the newly formed team and the new playing principles in competitive matches, FCSP went to a training camp in Herzlake in August. Yes, and there we talked to Timo Schultz about his first weeks as a coach of a men's team and asked him what the differences were in his work compared to his work as a coach for a youth team.

Tim: Timo, you've been head coach of the FC St. Pauli professional team for a month now and before that, you were a youth coach for a long time. How does being a coach in the professional men's sector differ from being a youth coach?

Timo: Um, yes, from the way you want to play football and how you train in nuances because everything is a bit more dynamic and bigger and you can simply train on a different level. Um, in terms of the structure of the whole construct, so I have a video analyst, I have two co-trainers, I have athletic trainers, a medical department. So there's a lot of delegation, a lot of agreements, and in some cases more compromises than you might have to make with a U19. So on the one hand, a lot of things are taken off your shoulders that you would otherwise always have to do in a leading role, but on the other hand, the time saved is actually eaten up again in the back with increased delegation and organisational effort and in some rounds including with the press and so on.

Tim: You have now had, you have had two test matches in the meantime since our last meeting. I read last week that the coach of VfB Stuttgart, Pellegrino Matarazzo, used a test match to simulate match situations, specifically it was a simulation of "we are behind". Have you ever done something like that?

Timo: ((laughs)) Yes, you do that, basically you do that. We did that with Stani, we did it once in a very extreme way. Stani always practised end-phase behaviour for the last five minutes of each half in a test match. So he would just hit the ball high and wide to Morike and then two would go in behind and the rest would press for the second ball, as high and wide as you know how to do in the last five minutes. Or, he once deliberately let us play a half with a shorthanded team. To be honest, I don't do that now, the opponents are simply at too high a level for that and I'll say this quite, quite heretically: unfortunately, we don't have the time at the moment either, because we really, we have to see that we, that we move forward in our content, in the way we want to play with and against the ball and as far as that is concerned, I'm actually quite satisfied at the moment.

Tim: That sounds good! You mentioned Stani, which brings back memories of training camps that you always read about at the time. What was your toughest training camp personally that you took part in as a player?

Timo: Basically, I always had relatively few problems in the physical area. So I can't even say that we had a training camp where I ran until I was exhausted and threw up or something, but with Stani it was already in Schneverdingen, when we were there, we simulated playing for 90 minutes, but we simulated it without the ball, we just ran for 90 minutes. ((Tim: laughs)) Of course, these are memories that stick. When he only blew the whistle once at the end and went in and you thought to yourself: yes, so what? That's how it goes.

Tim: And in relation to that, how hard would you describe your current training camp?

Timo: Um, yes. In the past, you always went to the training camp in the first or second week and then you really ran and did physical strength training. And now we've been in training for more than two weeks before we went to the training camp and here the focus is actually on working with the ball and tactical-technical elements. Not so much to train stamina or to focus on physical strength training.

Tim: Thank you.

Debbie: So, we started with the cup in Elversberg. The one or the other even made their way to the Saarland to catch another rather rare ground and to support our team with gaps between the seats. I remember that some fans bought a VIP ticket for around 100 Euros so that they could see our team play. 500 spectators were there live and experienced first-hand that the fans were, well, not at all rewarded for the trip to Saarland.

AFM-Radio from Elversberg: On the Elversberg bench, people are already high-fiving each other, celebrating - some of the players are already standing in front of the advertising hoardings, ready to invade the pitch, they can be proud of it. Four-league team Elversberg is playing like a professional team. St Pauli play like a tired, tired, tired professional team ...

and this is the final whistle, I'll leave you alone with the atmosphere, St Pauli loses 4 to 2 in Elversberg in the DFB Cup opener after leading 1 to 0, exclamation mark! Completely deserved.

Debbie: The match ended 4:2 for the regional league team. Marvin Knoll and Rico Benatelli scored for the brown and white team. An embarrassing, but somehow also completely expected cup exit in the 1st round. As you know, many of us don't even know that the cup competition can have more than two rounds. While the defeat was expected, it was rather the manner in which it happened that made many people sit up and take notice. And the FC St. Pauli was still completely well served with this 2:4. After the early lead, the whole construct seemed to fall apart completely. Already at half-time, SV Elversberg could have, if not should have, led by four goals. FCSP presented a frightening picture in the Saarland. The defeat had an effect. Also on Timo Schultz:

Tim: Timo, you lost in Elversberg in the first round of the cup. How do you actually analyse a game like that with your coaching team?

Timo: Yes, as we went there and back by bus, we had plenty of time. I actually tried to make sense of everything after the game and then, after three or four hours, I thought, "Come on, I'll watch it again on the way back", but that didn't make it any better. My co-trainer said he watched it straight after the game: "I'm not worried at all, because they all played like shit, it can't happen again." What concerns me the most is actually that we couldn't deliver on the pitch exactly what we have worked on in the four or five weeks before, we didn't bring it onto the pitch at all. The pressing, the compactness and that is, yes, it was a bit disillusioning to see that it goes downhill like that against, against certainly not a bad team, but of course, it was far too little.

Tim: And how long do you stay in a bad mood after a game like that?

Timo: Actually, it took a bit longer this time, I slept really badly for two or two nights. Because we couldn't really work through the game until Tuesday and Wednesday, it really takes three days in such a case. And there are other games that you tick off the same day or the next morning with the analysis. This is something that has kept me busy for a long time. In the end, it still keeps me busy, because of course, we have to make sure that we learn the right lessons from the Bochum game. There are a few obvious issues where we have problems. We've known that for a while, but there are also things about compactness that I thought we were much, much further along, and I'm still sure that we are much further along, but it definitely didn't look that way against Elversberg.

Tim: What is it like then? Do you lie awake at night and go through play scene after play scene?

Timo: Yes, that is indeed the case. Why should I feel differently than, than, than many fans? Many players, too, by the way! Of course, they are also mega-critical and mega-disappointed after the game and the days afterwards, and they actively approach you and say, in such and such a scene, why did I do it this way and that way, why not differently? Or how could I have solved it better, so as far as that is concerned, I think we might even have a

team that is too critical, I would wish for a bit more Max Kruse, who has this, this I-don't-give-a-shit mentality, because then I think you would also get over these, these mistakes faster on the pitch, because one thing is clear, mistakes will also happen to us in the next games, we will also have setbacks in the next games, but it can't be that somehow one or two bad situations throw us completely off track, somehow. I had the feeling after that hour until half-time that we didn't follow through with our plan, neither defensively nor offensively, and that's what bothered me the most.

Tim: How do you rebuild a team after such defeats mentally?

Timo: Yes, that's difficult. There's no need to beat about the bush, we've tried, we've tried to somehow put a stop to it and we've also addressed the most important issues that we definitely have to improve on, and then we just have to make sure that we get each and every one of them, but also the group, back on track so that we can still go to Bochum with full optimism and with a bit of the will to win.

Timo: You say optimism, I myself also watched the game and, like you, was probably also somewhat stunned by what happened between, let's say, minute 15 and 40. Does that unsettle you? I mean, you've had four weeks of preparation and then the first competitive match and it looks like this, do you feel a bit insecure yourself?

Timo: Unsure, hm, no, not unsure. Because at the end of the day, I know what we have done and I know what the lads bring to the pitch, but of course you question yourself about some things: have you assessed individual players correctly, have you, have you conveyed what you want to do to the team correctly? Have you assessed the team correctly? Of course, you also try to draw conclusions from that, but one thing is that we didn't even try to play football. We completely lacked guts and the moment Rico comes on the pitch, we suddenly play out the back and we suddenly play short balls and we suddenly have possession of the ball. And when you have Rodrigo on the pitch, you suddenly get into the shift and have access and of course, you look at what could have been done differently? What can you do differently for the next game? What do you have to do differently? So unsettling is the wrong term, but of course, you question yourself much more than you might after a 2-to-1 victory, where then certainly not everything would have been good.

Tim: Yes, you just mentioned the substitutions and you had already substituted in the first half. How much influence do you have, honestly, how much influence do you have as a coach during such a match? I mean, you can't get into the players' heads?

Timo: No, that's really extremely limited in my eyes, I think it's much higher in the youth. There, you can really have a lot more influence through active coaching, through changes, through, yes, also partly through conversations during the game with the players. If we talk about a situation where you can still coach, but these are all mature professionals, these are guys who have played 150 or 200 games in the second division and are in their late 20s, then if they need some kind of stimulation from the coach to get their performance up to scratch, then a.) have I done everything wrong in the training week and b.) how should I imagine that? Do I have to stand outside with a joystick in my hand and coach everyone back and forth and somehow cheer everyone up or encourage them - that doesn't work. That, yes, is

where you talk about an intact team, an intact hierarchy, leaders, yes, simply automatisms, not only in terms of football, but also in terms of dealing with mistakes and critical situations, and that's where we are, yes, we still have potential.

Tim: That was quite a blow. And when you hear how Timo Schultz feels about this defeat in Elversberg, the joke about FC St. Pauli never getting past the second round in the cup turns into pure disillusionment pretty quickly. The defeat in Elversberg has triggered worries among quite a few fans. Worries that the new second division season would be much more difficult than expected. Suddenly, and even before the start of the Bundesliga season, there was quite a bit of uncertainty.

[Interlude: We are oh,oh Sankt Pauli]

Debbie: With this feeling, the team travelled to Bochum for the season opener. Yes, and then it became a really late comeback for FCSP. The first division match of the season under coach Timo Schultz ended 2:2, and the result was completely acceptable considering that Bochum led 2:0 until the 84th minute. One of the players who took the first steps towards our fans' hearts that day was Daniel-Kofi Kyereh. With his two last-minute goals in the 84th and 86th minute, he saved a point and really drew positive attention to himself. Yes, as we all know, that was just the start of a really great season. An even later goal from him barely five months later might have been the highlight of the season for many of us. Yes, but we're not there yet.

Just over a week after the late point win in Bochum, the first home game of the season followed against Heidenheim:

[AFM-Radio Knut: Dittgen, Dittgen in a running duel in the box, DITTGEN IN THE BOX! DITTGEN, DITTGEN - SHOOT... TOOOOR, TOOOOR, YES, DITT-GEN! With strength, with the body, with straight running direction somehow catch the ball.

Till: And with a lot of luck... Ten, seconds or so on the clock and then referee Sven Jablonski blows the whistle, a bit ahead of time, FC Sankt Pauli beats FC Heidenheim 4 to 2 on the fourth, uh, the second matchday].

Debbie: Four goals against Heidenheim. FCSP were brutally efficient and scored four goals from what felt like 2 ½ chances, and that in one of two games this season in which at least a few fans were allowed to be present at Millerntor. The season opener with four points from two games was a success. FC St. Pauli spent the end of September in a play-off to promotion spot. Many had not expected that after the embarrassing elimination in the DFB Cup. But what most of us probably didn't realise at the time was that this 4-2 win against Heidenheim would be the last victory of 2020. After conceding eight goals in three games, it was already obvious that not everything was going as well as Timo Schultz had expected:

Tim: Timo, after the pre-season preparation, there was talk in the media that FC St. Pauli's defence is quite stable, but the attack is lacking. After three games, FC St Pauli has a goal ratio of 8 to 8, so, uh, the defence is stable, the attack isn't not really working either. Did you expect that after the preparation?

Timo: Well, experience shows that you can't really put much stock in such a preparation, even in the last test match, we never got our right formation on the pitch because of some absences or because the squad didn't even have any players left. So I would have thought that we would be a bit more stable at the back and that we would be able to score goals at the front, there were really good players on the pitch, but that it would go so well? Yes, no, I honestly didn't expect it ((laughs)).

Tim: But it's already quite good, you have then – in the pre-season you played a lot with a backline of three, but now it smells more like you have found together a bit in a backline of four?

Timo: Yes, sort of ...but after Bubba was out injured, because that would have been our perfect solution for the left position in the backline of three, and with Ziere and Jackson not so stable either, so that you can't really assume that they really make all the games, we just wanted to be prepared for all kind of situations. I think when all the players are fit, the backline of three is still a super system for us, but, yes, with a backline of four you actually have the problem that the wingbacks are missing, because Ryo is also injured now. So it's always a question of considering things against each other, it's not always necessarily about what I as a coach want to play, but that's my system and therefore who is available to you and how, and who is in shape and what the opponent is offering. So I think we can play both well, at the moment I agree with you, so I have the feeling that the players feel a bit more comfortable and stable in the back four, but I think it wouldn't have made a difference in Elversberg, for example, or it didn't make a difference whether we played a back four or a back three.

Tim: Is there actually, is there actually, I was wondering now, after you scored such a nice set-piece goal against Heidenheim, is there actually, analogous to American football, also such a playbook at FC St. Pauli which is presented to new signings?

Timo: Yes and no. There is a playbook, but we couldn't present it to the new players because it didn't exist before, we developed it together with the team during the pre-season in the training camp. Everybody brought in their favourite set piece variations from their old club or there are still some guys who feel really comfortable in American football, who are really up-to-date, so we already have a few things in there that we can use and want to use, but yes, we don't want to shoot all the bullets right from the start, it's more of a selective thing in the course of a match. So that the opponent doesn't just see, okay, this is how we stand and this is how they behave, but we want to be a bit more unpredictable.

Tim: A lot has already been written, especially after the defeat against Elversberg there was a lot of criticism, also in the media, but now things look a bit different after the win against Heidenheim and the draw against Bochum. Do you actually inform yourself about what is written in the media about FC St. Pauli and also about yourself?

Timo: Yes. Of course, of course. Anything else would be unprofessional and you don't need to go there and only read it when it's going well or not read it when it's going badly. I have to know at least a little bit about what's going on. There is a media review that you get every day, where you can get information. In the end, I think the most important thing is what you

make of it. I can't let myself be influenced by it, but I'm not the type to do that. Basically, I believe that our media are always very, very well-disposed towards us and would rather, much rather write positively than negatively, and if we play badly, then there is also bad press, so that's quite normal. The players have to deal with that and I don't let it influence me much. After Elversberg, I didn't dig in my heels and think that none of this makes sense, and after four points from two games, I'm not going to say that I'm the best and that we'll be promoted. As a coach, you have to find a healthy balance.

Tim: I would take that. You're the best and you're promoted.

Timo: ((laughs)) Yes. I don't think you should be that presumptuous and I know myself that I still have a lot to learn and that I've already learned a lot in the short time I've had in the last seven or eight weeks. On the other hand, I have to say that my time in the youth coaching centre or before that as a co-trainer has already benefited me in that I can better understand many situations, and I've learned a lot from Michael Frontzeck. So first sleep on it, don't take it personally, but stay true to your line somewhere. Even if it's a severe blow to the nose like the one in Elversberg.

Tim: The start of the season for all the other teams has also been partly successful, partly less successful. Do you already look beyond your own nose to see what's happening with the other teams in the second division?

Timo: Hm, again yes and no. Well, of course, you inform yourself, you look at players. You already know many teams from the last few years and you know who is (?) and who is the coach, there are a few promoted teams, relegated teams, new coaches, new teams. I think we're also a relatively wild bunch, aren't we? A completely new coaching team, many, many new players. Of course, that makes it a bit more difficult to calculate. In the end, I think the second division is the second division. I don't think there will be anyone who gallops ahead and can actually say in the winter that they'll be promoted and in the end, you have to make sure that you get your points, that you keep the distance to the bottom and then it's up to us to stabilise ourselves, to develop and the most important thing for me is actually that we develop, regardless of the fact that we're in the second division, and the most important thing for me is that we develop, regardless of whether we play against Nuremberg, Darmstadt or HSV. We want to see that we get better, each of us individually, but also as a team, because I think that we as a team are not yet where I had hoped we would be. From the compactness, from the processes, from the automatisms. Sure, we have injuries and new players here and there, but we could have taken a few steps further, I have to be honest.

Tim: And now Sandhausen is coming on Friday, that's not so much time now. Today is Tuesday while we are recording, how is it actually going? Does the FC Sankt Pauli adjust very much to the opponent or is the main focus on how you act yourself?

Timo: It varies from game to game. So now against Heidenheim, for example, Philipp Ziereis was also on the pitch because we knew that they are extremely strong playing headers. And then you also need a strong, stable centre-back. Sandhausen will be similar, they also have a lot of tall lads, they live a lot from their set pieces, a lot from a very direct way of playing. They're always going forward, and you have to be prepared for that, too. And depending on

the match plan, if you want to start up front, like in Bochum, then you need lively players, strong runners, players who want to have the ball, and if you're more passive, then maybe you can try it with a bigger player who has more power and maybe takes something away from you when it comes to set-pieces. That has a lot to do with the match plan, but as I said before, the goal should always be to get your own strengths on the pitch and, above all, to develop yourself, because if I only adjust to the opponent every game and want to outcoach the opponent forever, then of course, I'll never make any progress myself, don't I? Because I'm just living from hand to mouth and we want to go through with our plan. I think you can also see that we always want to play out the back. At the moment, we're still too quick to get into trouble because we lack the final courage and clarity, but I think that's the way to go when you see how we played in Bochum and also how we tried to play out again and again against Heidenheim, so we're not a tiki-taka team, but we try to play out, We show ourselves active, we have several levels in the game, it's just a matter of getting the courage on the pitch and maybe also getting the right players on the pitch, of course, we're missing Finn-Ole, you have to talk about that, then I think we can definitely take another big step in the game with the ball.

Tim: Thank you, that's enough for me.

Tim: I think that as a team, we are not yet where I hoped we would be. These words by Timo Schultz from the last recording, resonate when you already know the further course of the season. We couldn't really complain at that point, but the first defeat in the division followed shortly afterwards.

[AFM-Radio: And it's Sandhausen again on the counterattack, it's Behrends, half-left position play to Julius Biada, one-on-one situation, he easily passes two St. Paulians. Still on the ball, it's Diekmeyer, shot, goal, 1 to 0. For God's sake Diekmeyer too, I'm having a crisis. A deflected shot, half-right - the whole thing just before half-time, of course, and none other than Dennis Diekmeyer is standing there, free as a bell, in our box, half-right position, goal distance I'd say twelve, thirteen metres, and he shoots the ball flat and not even hard, but a Sankt Paulian slips in between, so that Robin Himmelmann goes down, deflects it, then jumps up and rolls over him into the empty goal. It's one-nil for SV Sandhausen in the 44th minute of the game and the goal scorer - here comes that stupid saying - and who else could it be? Dennis Diekmeyer, oh man people! And the whole thing, well, as I said, after the break, sorry, just before the break, of course, you can't run into a counterattack like that. But anyway, you can hear it in the background, the stadium is very enthusiastic and directly after the kick-off, referee Waschitzki blew the whistle...].

Debbie: On 2 October, FC St. Pauli lost 1:0 at Sandhausen... Didn't have to - was annoying. Especially for Daniel Buballa. He hit the wrong goal in the 45th minute, which decided the game. But there was one bright spot: a certain Guido Burgstaller was substituted in the 62nd minute. Unfortunately, he had not yet proven his skills in Sandhausen. The defeat was annoying and, in my opinion, marked the beginning of many games in the first leg of the season that should have been won. Who knows what would have happened at the end of the season, but that is pure speculation.

Tim: Did you actually hear the jingling in the background during the last recording? That was the two FC St. Pauli co-trainers, Loic Fave and Fabian Hürzeler. During the recording, they were lifting a few weights with Timo Schultz in the FC St. Pauli weight room. For this project, it was important for us not to get on Timo Schultz's nerves too much. That's why we made compromises and accepted the loss of quality in the recordings so that I could talk to him a little more often without Timo Schultz having to do much preparation himself. So in the end, the total of 22 recordings are nothing more than recorded telephone conversations. And accordingly, I was able to get hold of Timo Schultz wherever one can talk on the phone: In the car on the way to the kindergarten, to the shops or to the riding stable. In the office on Kollastrasse. Just before a game of UNO with the family. At the training camp in Herzlake. As recently in the weight room. Or, as in the next recording, on holiday in East Frisia. The holiday was possible because the match schedule provided for an international break. So it was time to take a break from the day-to-day business of this podcast project. The international break gave us the opportunity to talk about Timo Schultz's career as head coach of FC St. Pauli:

Tim: Timo, it's the international break, the second one actually since you're the head coach and I'm sitting here comfortably in my armchair on a Sunday afternoon and you're also sitting somewhere in East Frisia in your armchair, I hope, and I wanted to have a relaxed chat with you today about how you actually became a coach? That's why my first question is: when did you realise that you wanted to become a coach?

Timo: As a matter of fact, I used to coach the Bambini here at TuS Esens when I was 15 years old. That was when I was a coach for the first time, so to speak, and the second time it became clear to me relatively quickly when I realised more and more often, as I know I wasn't the most talented in terms of football, that I always understood the game quite well and yes, it was always said that if you want to win the game, then Schulle has to be on the pitch and somehow it became apparent that I was thinking outside the box a bit and not just for myself. And then, Helmut Schulte told me that at some point during my penultimate contract extension: "Schulle, when you stop playing, you'll be a really, really good coach. " And from then on I did my licences relatively quickly and had a relatively good transition from player to co-coach of the U23s and then directly the year after that co-coach of the professionals, so it kind of went its normal way, in inverted commas.

Tim: That somehow fits in quite well with your career. Because a junior training centre, the term didn't even exist when you were a youth player. You actually didn't become a professional directly, so to speak, but what was it like for you back then?

Timo: I actually played for TuS Esens in East Frisia up to the U19s and then went to Werder in my last year at U19s and then got a professional contract directly after half a year of playing in the U19s, so I was somehow still at Werder in the youth department for half a year or a year. But that meant that it was not comparable to the NLZ back in the mid-nineties, not comparable at all. Our teacher back then, uh, our coach back then, he wasn't even full-time, so from that point of view, it was all in its infancy. But it has to be said that Werder, Leverkusen and Stuttgart were the leading teams in the youth sector at that time.

Tim: Well, you actually studied, didn't you?

Timo: Yes. You know how it is. My mother was a teacher, or rather a headmistress, and at some point, she said, "You have to learn something useful, don't you?" And then I first studied to become a teacher in Bremen and later in Hamburg: sports and history.

Tim: Good, but then sport and the teaching of sport also come into it somehow. In retrospect, that somehow fits together a bit?

Timo: Yes, well, I used to write in those friend books that you always get in kindergarten and so on: And with regards to my career ambitions, I always wrote down professional football player or sports teacher. And now I've become a football teacher, which is a mixture of both, so to speak, and it worked out perfectly.

Tim: You already mentioned Helmut Schulte, that's certainly not so easy. So did you have a supporter at FC St. Pauli, apart from Helmut Schulte?

Timo: Yes, especially Stani. So you have to say that very clearly. I didn't have an advisor either, Stani always said: "Look, Schulle, we'll extend the contract for another year and I'll sort it out with Helmut", something like that. He got me back then, I think he was vice-president or something in an official capacity, then later became my coach and yes, that was a cool time back then, not just for me, but for the whole bunch, the way he was together and of course that shaped you and I would say that Stani was my biggest supporter, But Helmut was also always very sympathetic to me and that they ultimately made it possible for me to decide in a transitional year after I was a professional whether I wanted to go more into coaching or more into management, that had never happened before at the club and I'm grateful for that to this day.

Tim: With this transition year, did you mean your last year as a player or did you mean this year playing U23 and co-coaching?

Timo: Exactly. At that time, I held three positions, so to speak. I was team manager for the professionals, I was co-trainer for the U23s and I was also a player for the U23s, so the deal or agreement was that I would orient myself within this year so that I could then say whether I wanted to go more into management at the club or more into coaching, and it was clear to me relatively quickly that I would rather return to the pitch.

Tim: Did you - was there a reason why you didn't go into management? Didn't you like it?

Timo: Yes. Yes. All this phoning and e-mailing and people telling you things, this networking and this, yes, this lying to people or twisting everything around the way you want, that's not for me at all. So I could never deal with contract negotiations with some windy advisors or somehow contract contents, so that was fun for half a year and at some point, I said: No, quite honestly. And I was still, I was a team manager, I wasn't even a real manager, but I really did the lowest and most menial work as far as that was concerned. Not my thing at all, not at all!

Tim: Okay, we can be glad that you didn't do that, that you didn't decide to do that. Who knows what kind of windy deals you would have struck?

Timo: Yes, and that's when you don't feel comfortable. I really didn't want to - I didn't want to get into it or work into it. So that would have been a huge disaster for everyone, for me and for everyone involved. I'm good at organising and I'm good at structures and so on, but this other thing, this networking and this being dependent on each other and then somehow, on the last day, making two deals with players I've never spoken to before, that's not for me at all.

Tim: But many would also say that to become a coach of a Bundesliga team, you also have to have a good network?

Timo: Yes, that's true. But it's more about leadership. So in the end, if you want to make a career and you get fired 1, 2, 3 times, then of course, you need a network to get good jobs again. So there's no such thing as coaching scouting or anything like that, they always tell you all that, but in the end, it's all just about connections, that is, how people get their jobs. But as a coach, I think it's much more important how you present yourself, how authentic you are and how good you are in your way of leading the team. I think that's what defines you the most. Everything else stands and falls with success and failure anyway.

Tim: You then became co-trainer of the licenced team at FC St Pauli relatively quickly, were you employed under four coaches there?

Timo: Four?

Tim: Yes, there are four, I had to think about it for a moment: Frontzeck, Vrabec, Meggle then also again briefly-

Timo: And Schubert!

Tim: Yes Schubert! Yes, Schubert at the very beginning. What influenced you there, how did their work influence you, or which of their works influenced you the most?

Timo: Completely different, really completely different. So André was, André was very detail-obsessed, he could plan a training session for hours and already worked with principles, which was really something that wasn't on everyone's lips at the time. For example, he already recognised how important a first contact would be in the future and was able to be really obsessed and detail-obsessed on the pitch, which was really cool. Roland had a lot of great training methods. You really noticed that he comes from the NLZ, that he really tried to bring the lads forward with such excessive demands. On the training field, when he was in a good mood, the coaching was really great. So coaching training sessions and so on, he had a very modern approach. With Frontzeck it was easy, he was an outstanding guy. An absolute people catcher who really had a feeling for a group, so all the players liked him, all the players went through fire for him. He had a really cool dynamic in training and on the pitch and otherwise kept it simple, which gave the team a real sense of security. And with Meggie it was like that, he came fresh from being a football coach, and from an analytical point of view that was really the best. The way he analysed the game and used it as a basis for designing training units and developing a game idea was really good with Meggie. With

Meggie, you have to say that he was really unlucky in his time with injuries, which he also took over for the most part. But that was just, that was such a negative dynamic that the whole thing took on. In the end, we were just improvising and I almost have to say that he didn't really have a chance anymore.

Tim: From my point of view, you went down an almost classic path, the way you would have to go if you wanted to train your own coaches as a football club. You were then a co-trainer, also in the first team. But then you went back to the U17s in the NLZ, then you took over the U19s and now you've become head coach and, of course, you already know some of the players because you were U17 and U19 coach, which is an advantage. I would like to go back to this step from being co-coach of the licensed squad to NLZ U17 head coach: was that planned? That was then with the change from/to Ewald Lienen, when Ewald Lienen became head coach, you went to the NLZ. Was that planned, foreseen, or?

Timo: Yes, yes, yes, yes. It was actually the case that when we switched to Meggie - in retrospect, Meggie and I talked about it again - it would probably have been the right time to just say, well, I noticed that myself, I had a lot of fun as a co-trainer, but I noticed that I would do a lot of things differently. It's not bad at all. You can still - you can still remain loyal, but I also realised that this won't be my eternal path. I would say that there are guys who stay as a co-coach forever and feel comfortable in that role, and it became clear to me relatively quickly that I would like to become a head coach, and then, of course, a U17 or U19 is a good place to start, because there you can really start all over again. It's also two completely different things whether you're a co-coach or a head coach. As a co-coach, you close your laptop at some point, go home and everything is Chico. As a head coach, you think about things day and night and are responsible for the whole, the big picture and are the contact person for thousands of people and have to delegate, and you don't have all that as an assistant coach. So from that point of view, I would really say that there is a brutal difference and that's why, in my opinion, before you become a head coach yourself, you have to have been a head coach somewhere at the level of, for example, U17, U19, U23.

Tim: You just mentioned the brutal demand. Many FC St. Pauli fans certainly remember the time when Holger Stanislawski was, so to speak, team manager of FC St. Pauli at the same time and completed his football training in Cologne. You did that when you were the coach of the U17s. How do you imagine being the head coach of a football team at the same time?

Timo: Yes, to be honest, that's not so bad. Anyone who can organise themselves reasonably well can manage. Of course, the phase was like that, that was nine or ten months back then and really still with presence. Nowadays it's all done online, so of course, it took me hours to drive back and forth to Hennef, but I enjoyed it, I liked doing it. I enjoyed driving there and back every time. And in the end, you're talking about a period of time, I left on Sunday afternoon and was back on Wednesday evening, which means I missed the Monday and Tuesday training. If you play on Saturday or Sunday, the Monday training is usually a very technical training session, where we also usually do a strength circuit. That means that every assistant coach can do it all by himself without any problems. Tuesday training was the only thing that hurt me a bit because it was the only training where I had the whole court, where it was more intensive, but even then I had two good co-trainers. I had a team that I knew would work. We can't finish first with that team, but we won't be relegated with it either.

Then you're also in the fortunate situation at Sankt Pauli that you just - you don't define yourself by victories or table positions, it's all about training. So, of course, it's different at Hoffenheim in the U19s or at Wolfsburg in the U23s, when you still have to deliver results, and that was totally easy for me with the football teacher, because I simply - I had all this sports science at school and at university, the whole sports psychology thing, I have such a soft spot for that, I've read loads of books and somehow I'm like, that's exactly my thing and yes, everything about football, my goodness, I've been playing football since I was five and I still don't claim that I've somehow reinvented it. So, it was a totally cool time and I'm glad I still did it that way.

Tim: Absolutely and in the end, it was worth it. You then took over - after you had successfully completed your football coaching, so to speak - you took over the U19s and had an incredibly successful year with the U19s in the 18/19 season. You said it's not so much about the results, so I would put it the other way round and reduce it to the development of Finn-Ole Becker, for example, who played under you that year. After the season, there were rumours that you might be able to work as a head coach in the senior section. Did you already know that you wanted to do that and that it would work out?

Timo: Oh, that always sounds silly, but of course you makeup scenarios and imagine a little bit how it could all work out, and there were also some offers from the second and third divisions at the time, and I didn't do my football coaching degree to stay a U19 coach forever. So then I could have stuck to my A licence and everything would have been relaxed, right? So, yes, of course, I dealt with it, but at that time I deliberately didn't get involved in some kind of suicide mission or had to do everything, but was actually satisfied with the U19s, because at the end of the day you don't have that big pressure to achieve results, my family lives in Hamburg and then to somehow do something half-baked in the third or second division, where you know that it can almost be over again in eight weeks, that was out of the question for me. So from that point of view, the Kiel thing would have been a great fit at the time, but unfortunately, it didn't work out, and then it happened for us a year later. So all in all, I think it went well.

Tim: Well, the job as a coach, to be honest, that sounds pretty rosy what you're talking about. But you've already mentioned it with the family, didn't you? A blogger from the FC St. Pauli environment, from whom I once read the beautiful sentence several times, that every coach signs his resignation at the same time as signing his contract-.

Timo: ((laughs)) Yes, yes. That's so. Yes and now? My goodness, I'm 43 now, everything's okay, but I'm not the youngest anymore either, so I'm not a coach who's 31 and I think if I hadn't done it, then I would have blamed myself a lot more or had a much worse conscience than if I did it now and got fired after one, three or five years, or changed clubs, went somewhere else. That's life, I know myself that it won't go on forever, or maybe it will suddenly go so well that you'll end up somewhere else. You can't rule all that out in football, and if you were only to go for the safety track, then I would have had to stay with the U19s all my life, but that wouldn't have been it either, I'm too ambitious and too motivated and too ambitious for that. And I'll put it this way, even if it ends here at some point, that doesn't mean you can't stay at the club or take on another job, and I don't want to rule out the

possibility of being a coach somewhere else at some point. So that's probably what will happen.

Tim: All right, Timo. Thank you very much.

Tim: Well, did you also briefly flinch when Timo Schultz reported other offers from the 2nd and 3rd divisions? Personally, I have to admit that I would have been pretty disappointed if he hadn't become head coach at FC St. Pauli.

Because Timo Schultz does say in this recording that he is not so good at building networks, but I can only agree with that to a limited extent. Just listening to how long Timo Schultz was in contact with his co-coaches before they became co-coaches at FC St. Pauli shows that he regularly exchanges information with many experts in football and thus, intentionally or unintentionally, builds up a network.

This network-building also happened in April 2019, more than two years ago. A message arrived on my Twitter account from a certain Timo Schultz: he asked if I would like to talk shop about FC St. Pauli after Easter. He would like to analyse what happens on the pitch with an "expert". I was surprised that Timo Schultz didn't look for a real "expert" for such talks, but shit yes, Timo, I almost burst with joy. A few days later we met for coffee at the university and exchanged views on FC St. Pauli for a good two hours. That was a real highlight for me.

But it didn't stop there: I said to him quite succinctly in the conversation that I would also like to do a video analysis of his team. At the beginning of the 19/20 season, the U19s coached by Timo Schultz were facing an English week. And so I sat in front of my computer in early autumn 2019 and analysed the U19 of Werder Bremen in the match against the U19 of Dynamo Dresden. The analysis text that I later sent to Timo Schultz started with the words "The team of the U19 of Werder Bremen, they can do quite a bit" - I could see that a few days later at the Brummerskamp, when Werder was already leading 4-0 against the U19 of Sankt Pauli after the first half. But the analysis, as Timo Schultz said afterwards, was good. For a football-enthusiastic blogger like me, who played passionately himself but never had any kind of coaching or analysis education, that was not much less than an accolade. The contact remained even after that: When the U19 Bundesliga first came to a standstill due to the pandemic and was ultimately cancelled, Timo Schultz apparently had a little more time for other things. In a total of five digital meetings in the spring of 2020, I exchanged views with him on scouting, talent recognition and the importance of data in football. These discussions also resulted in the "Concept paper on data scouting in football" published on our blog, for example. What do I want to say with this narrative? Timo Schultz may not call himself a networker. But I have come to know him as a person who is incredibly interested in topics that go beyond the usual coaching manual.

[AFM-Radio: Knut...who again tries to set up the play 40 metres in front of his own goal, a flat pass into the middle, Makienok once to Kyereh on the right flank, beautifully played over the third. Now comes the high ball, cross ball into the 16 and then shot Buballa, BubaLLA, BUBALLA, YAAA. TOOOOOR, DANIELLLLL! BUBalla makes after what feels like 800 million games, Tim: FIVE YEARS! FIVE YEARS he had to wait and then he hits the thing- Knut: Well, hit it? He doesn't hit it, it's a ball that lands in front of him on the left side of the box after this cross (Tim: YES!) and then he plays a chip shot on the right, long into the goal 168

games without a goal: Daniel Buballa grins to himself, makes it 2 to 2 and let's be honest: completely undeserved but Bubi makes it cool].

Debbie: After the international break, 1. FC Nürnberg was our guest at the Millerntor. Yes, and as you just heard, we witnessed a real rarity at the match against Nuremberg: Daniel Buballa scored about a quarter of an hour before the end to make it 2:2. Goals from him are rather a rarity. And then into the right goal! The joy was correspondingly great. At home against Nuremberg, it was another 2:2, a result that had become more and more fashionable for our team in the first half of the season. Rodrigo Zalazar had scored the interim 1:1 equaliser in the 28th minute via a penalty kick after FCSP had fallen behind early on due to a serious mistake while building up. Unfortunately, there was also a penalty for Nuremberg. However, Daniel Buballa was able to equalise with his goal.

One day after the match, the news spread that Guido Burgstaller had been seriously injured in the match. A "vascular injury in the abdomen" forced him to undergo surgery and meant he would be out for the rest of the year. Burgstaller showed rather unimpressive performances both in the game against Sandhausen, but also against Nürnberg. He only showed how important he became for the stability in the team after his return.

[Interlude: Fan chant]

Debbie: The game against Nuremberg showed two things: FC St. Pauli under the leadership of Timo Schultz thinks very offensively and made this clear with the line-up alone. In addition, this game can be described as the first fat exclamation mark from a certain Rodrigo Zalazar, who showed a remarkable performance not only with his goal. Accordingly, Tim wanted to know a bit more about FCSP's style of play and how the coaching team develops such a line-up. But he also wanted to find out how a style of play like Zalazar's can be developed and promoted, and ultimately how this highly talented player was scouted out of the lowlands of the Polish league system:

Tim: Timo, let's take a closer look at the game against Nuremberg. You played 2:2, it was a very special game, just because of the line-up, I counted three centre-backs, no sixes and seven attacking field players at FC Sankt Pauli. Other coaches or other people in your field would probably call you or your coaching team insane with that line-up. Why did this formation work?

Timo: Yes, if it had worked 100 per cent now, we would have won. I also asked myself after eight minutes whether all that, whether it was all the right choice after the one offside goal and, and getting a regular goal. But in the end, we always tell the team that we want to play forward, that we want to be brave. That we want to take risks, and then I can't field eight centre-backs, so that doesn't fit together. Of course, we still tried somehow to achieve defensive stability in the basic order, all under the premise that we also want to be courageous going forward, that we also want to defend actively going forward. And I think that we managed to do that well during the long phases of the game, and Markus Kauczinski always said that you have to die a certain death. This time it was the flight forward and I think it was really good to watch, but it's clear that there's a high risk involved. We knew that beforehand.

Tim: I was especially impressed by the creative centre you had. Finn-Ole Becker, Daniel-Kofi Kyereh and Rodrigo Zalazar really rotated a lot, initiated a lot. Personally, these creative skills of such players seem to me to be totally difficult to train. How do you work on players being able to act like that on the pitch?

Timo: Yes, good. In training, you can do a lot of that with, with chaos training forms, you can train and encourage and challenge that, you can, of course, create a setting for the players so that they can live it out, but to train and move in this, this way like Finn-Ole, like Rodrigo or also Kofi, that's hard. So somehow you can't really train that. The players can do that, they have acquired it over the years, they simply have (?) in that area and then it's really just a matter of the coach allowing that, encouraging that, demanding that and, as I said, maybe somehow finding a formation and a game strategy in which that comes into play as well as possible.

Tim: Yes, how? - Tell me! How did you come to the formation or the line-up? How do you develop something like that?

Timo: Yes, well, you think about it: what is the opponent doing? What can you do yourself? And yes, I'm always a friend of doing one thing and doing it well. That's what I find impressive about Sandhausen, for example, they play 80 per cent defensively, they have 80 per cent physically strong players on the pitch, strong headers on the pitch, they know what they're doing and what they stand for. And I think if we take our game in Bochum, for example, where we actually only had footballers on the pitch at the back, then it's also about keeping the ball on the ground, being brave, and also playing short passes in the opening of the game. And if you have a Simon on the pitch, of course, then you also have to make sure that you play the long ball every now and then and also go for the second ball. I think that this mixture distinguished us against Nuremberg, that on the one hand we really had a lot of good footballers on the pitch who really want to play a lot with short balls, who are brave in dribbling, in dribbling over and yet could always have the exit ball or the ball to Simon, who of course makes it clear in the air and then you are of course not so easy for the opponent to calculate.

Tim: Absolutely, this exit strategy by, with Simon Makienok, I've described it more often on our blog. It's actually a stylistic device that you can always choose if you actually play that way and if you don't really get anywhere with the flat structure. That's worth its weight in gold, isn't it? When you have someone who is so strong on the header?

Timo: Yes, absolutely. So it's like that, I think, especially when we play with such a technically strong centre, we also have the demand to play flat out the back. But when the opponent puts us under pressure with five or six players, it's easy to know that we can overplay this pressure, even on a target player who either extends the ball directly or even makes a firm hold of it. Of course, it's also brutally unpleasant for the opponent when - that's similar to Bielefeld last year, who had a very clear target player in Clauss, which doesn't make it any easier for the opponent in preparation and increases our options.

Tim: You said at the press conference after the Nuremberg game or did you refer to Rodrigo Zalazar, that you emphasised the scouting, or rather you said that you had received signals

from the scouting that Rodrigo Zalazar is the footballer who can be an immediate help for FC St Pauli. He comes from a different division, he only played in the fourth division in Poland, in the second team of Korona Kielce, for the most part. How does the scouting actually assess the performance of such players?

Timo: Yes, several factors come together. First of all, the player has been known in scouting for two or three years, because I think he was already at the U20 World Cup. Then, of course, such a player is on the radar. So, then he is signed by Frankfurt and Eintracht Frankfurt then naturally looks around, if the player is not scheduled in their first team, where can we place the player? Where can he develop further? And I believe that things simply went wrong last year, that they only had this option with Korona Kielce at the last minute. Then the coach was dismissed early and the new coach didn't like him. Of course, these are all factors where you can simply say for the player: too bad! And yet he demanded to play in the second team. That he plays there at all and these are all things that speak for the lad and Rodrigo was one of the first players who was introduced to me here and of course, I had to say that I didn't know the player. Then you watch videos, some of them really from Poland, but more and more of them from Frankfurt or from the national team, and then you realise relatively quickly that this is an extremely dynamic eighth player with an eye for goal, and then you look at your own squad and see, okay, we simply don't have that type of player. And then Andreas Bornemann settles the rest with Frankfurt because of course, this is also a player where Frankfurt sees, okay, he can get playing practice there, we don't have to pay a transfer fee for this player. That all fits together well. The risk for us as a club is rather low and the chance is very high to simply have a player in the squad, if he develops well, who helps us further.

Tim: Nevertheless, in the field of scouting, I would say that the most difficult task is to assess whether a player who performs well in a certain division can also be transferred to another division. In my opinion, Simon Terodde is a good example of a player who excels in the second division but doesn't work as well in the first division. Marius Ebbers would also be someone like that.

Timo: Exactly!

Tim: Why is that?

Timo: Yes, well, of course, you always have that risk. No, you never have a guarantee for any player. You're safest with players who have been in the second division for 3 or 4 years, who maybe come from another club, who are middle-aged, because you know they know the division, they can deliver a certain performance, but then you're usually limited in the leap you can make upwards. With very young players who may have had an odyssey, who may have failed once or twice, like Ginczek, perhaps, you also have the imagination: Wow, if he takes the next step here, gets self-confidence, stays fit, gains match practice, then he can become a real difference player and of course transfers like Rodrigo and Afeez, I once called them a bit of a surprise package, They are, of course, a bit riskier in terms of whether they will work out right away, also because of the language barrier and because they don't know the division, but they also have a greater chance of developing faster and adding sporting

value sooner than you might have planned. You can't have too many players like that in the squad, but I think 2 or 3 do a group like that good.

Tim: I'm sure you did a lot of scouting yourself as a youth coach, and probably also exchanged a lot of information with scouts and did a bit of scouting during your time as a co-coach in the first team. Have you ever made a really big mistake in scouting?

Timo: That always sounds stupid. For me, skills like speed, body position, specific characteristics are of course important. But it is much more important for me to be alert on the court, to have body language, to think ahead, to think with others, to have a clever aspect. For me, all of that is at least as important. So I think you can judge quite well as a coach if you know what kind of football you want to play, whether a player suits you or not. That's why I don't think I've ever really overestimated myself, but no player in the world gives you a guarantee that if you scout him and find him to be good, he'll naturally work in your group and perform well. That's simply not the case. Well, you can see if he suits you personally if he suits your style of play, but in the end, you can find out how he works in your daily cooperation through things like Instagram accounts, Facebook, social media, through your own network so that you can find out what makes him tick, but there's no such thing as a one hundred per cent guarantee.

Tim: Let's get back to football, to your next game in Darmstadt: how are the preparations going? It was played on Monday, you are now back in Darmstadt on Saturday. What is happening in the meantime?

Timo: Yes, that is de facto at least one or maybe even two units less. Yesterday we only did regenerative training, today on the second day after the game, you can actually only train one hundred per cent with the players who didn't play ninety minutes on Monday, so we actually only have Thursday and Friday left and it will be about preparing the team for Darmstadt with our own principles. I think they are a completely different team than Nuremberg. While Nuremberg wanted to have more pace in-depth and wanted to transition, Darmstadt is a team that likes to play the opponent and wants to have a lot of possession, but we already have a rough plan in mind, which we will discuss again right now and based on that, we will also train on Thursday and Friday.

Tim: Does that mean that seven attacking outfield players are unlikely to be brought in against Darmstadt, or is this really this alignment or this formation also from the point of view of principles, is that really something that the FC St Pauli fans have to get used to? I mean, you can say what you want now, we'll only hear about it much, much later, we can't deny that, can we?

Timo: ((laughs)) Yes, well, basically our teams should always play forward, always be courageous, courageously defend forward, courageously act with the ball. But of course, you have to look at the fact that Darmstadt has a very clear target player upfront in Dursun, but they also like to open up through their wing-backs and play more like a trapezoid. You have to close other spaces, then maybe you need other types of players, maybe a different formation or at least other players in certain positions. That's why I think we'll have one or two changes, whether the basic formation will stay the same I can well imagine, but maybe

we'll adapt one or two behaviours at least in the defensive phase, but basically in terms of the style of play in a way that we want to survive, how we want to defend all together and how we want to attack, that won't, that won't deviate much.

Tim: Great, thank you, Timo!

Timo: Yes! Look, Guido got injured, I can tell you, it doesn't look good.

Tim: Shit!

Timo: Yes, but we won't know more until today or tomorrow.

Tim: Yes, will be exclusively reported by the MillernTon!

[Inset: Fan Chant]

Debbie: *"Always be brave"* said Timo Schultz - yes, as we know this principle will be put to a very tough test indeed in the coming weeks and months of the season.

However, the team was still a long way from that in October 2020. The derby was approaching, but first, there was the away game in Darmstadt. And what did I say, it turned out to be another 2:2. We really couldn't complain about the result. The two goals by Benatelli and Zalazar came shortly before the end in the 80th and 95th minute. FC St. Pauli was able to come back from a deficit late in the game, as they did against Bochum at the beginning of the season. But from a playing point of view, it was also clear against Darmstadt that not everything was as solid as Timo Schultz had hoped. After a good first half, a small change by the Lilien ensured that FCSP had massive problems with their own game.

But of course, we were happy to take the point before the away derby. Of course, this derby was also the topic of the next conversation between Timo Schultz and Tim:

Tim: Timo, you drew in Darmstadt and since no spectators were allowed in the stadium, but the outside microphones were turned up all the way, you could hear very well how you coached your team, especially in the second half, how you demanded that Buballa did not play long in a situation, but play flat with courage, or how you tried to call in when the pressing should be triggered. But let's be honest: Hand on heart, how much influence does a coach have on a football match?

Timo: Well, normally I would say during the game it's really minimal. So when you work with specific tactical changes, that has an effect, of course. I would also say that 80 per cent of my coaching is really on an emotional level, more in the direction of cheering and pushing. In Darmstadt, we simply lost the thread completely after half-time, just because Darmstadt changed their run-up behaviour a bit, and the lads quickly went back into their old rut of hitting uncontrolled long balls, and I think everyone saw that that doesn't lead to success. Then the ball comes back and you're standing wide open and we've said quite clearly that even if they now start with three, we'll still play out, we'll just change our positioning a bit and yes, there's still a bit of a lack of confidence sometimes.

Tim: Confidence is good and you also said emotional level and if we work with emotions now, then I can also say that in two days your first derby in the licensed player area is coming up, are you still there? Nah, Timo is gone - there you are again-.

Timo: Now I can hear you again!

Tim: We can cut out everything! Then I'll ask the question again: You've already said emotions, that's a very good keyword: in two days the first derby is coming up, your first derby as head coach of the FIRST FC Sankt, the first FC Sankt? FC St. Pauli, that mistake has happened to me before!

Timo: It's already working!

Tim: So embarrassing!

Timo: ((laughs)) Hahaha! But it happens, I mean, when you talk so much! I mean, it happens to me too, you talk and talk and talk, and then at some point, you just throw out a half-sentence or a term where afterwards you just think: Why do you actually say something like that? But - my goodness! ((Tim laughs)) That's how it is!

Tim: I once read, I think it was even Thomas Tuchel, who as Mainz coach recited a monologue from The Godfather to his players at half-time to motivate them.

Timo: I see?

Tim: What motivational methods do you use? What do you use? How do you motivate your players?

Timo: Yes, well, motivation is something that I think has to develop. Motivation is also something that you can even train to some extent, so it can't be that I, as a coach, stand there before every training session and especially not before the games and have to motivate the lads. That's not possible. So the motivation has to come from within, but of course, there are tricks and tricks that can be used to motivate a team or - and they find this much more important - to pick up each individual at his or her own level of motivation. So we really have a cool mental coach who has all these characters and so on very, very well. But I'm not going to do anything special for the HSV game, it's a derby - I think the lads are already tense and "on fire", so it's really just about getting their energy back on track.

Tim: Do you really notice that the derby is coming up in training during the week?

Timo: Ah, if I'm honest, not as blatant as it used to be. It used to be that you were already asked about the derby before the Darmstadt game and no matter where you were in the city: Hey, you have to play the derby and here and there and back and forth, and somehow it's not like that anymore, whether it's because of Corona or generally because of the time and the guys and a football that has changed a bit, I can't really judge that yet.

Tim: Yes, I would say it's a mixture of a lot of Corona, but that's also because it's already another derby and as reigning town champions, we don't necessarily have to put it on the line again. That's a bit of a feeling for me personally.

Timo: Yes, so the large number of derbies, especially in the second division, certainly still does - as I said, it's such a mixed situation: Corona, certainly another derby and then only the second division in inverted commas, but it's also the case that - in the past, I had the feeling that it was much hotter among the players, so there was really real - you really had a lot of heat in the run-up to one or two players from HSV, but they all know each other, they write to each other on Instagram and go out for a meal together and so on, that wouldn't have happened in the past. You have to be honest about that.

Tim: Nope. What was your hottest derby as a player? So – it can also be from back then at Kiel, or at Werder or back then in the youth sector?

Timo: No, no, no, those were already, those were the derbies but strangely enough I rather remember the derby in the third division when we won 4: 0, I think that's my greatest memory of the derbies because somehow it was about something, we were in the flow, we knew that if we won, it would look good, and the derby in the first division I wasn't in the squad, of course, they were huge in terms of all the fuzz around it, but that gives you a different feeling when you're on the pitch yourself.

Tim: And as a coach, you have also taken part in derbies in the youth sector. What was the hottest of all?

Timo: Yes, well, we won both derbies in injury time 3: 2 in the year where we were in the first place right at the end with the U19s: 2, once Finn-Ole Becker and once Serkan Dursun, and especially the first leg was like that, I think we had Red Bull on the first day and Werder on the second - or maybe it was HSV on the second, I don't know, but in any case you noticed back then that there was a lot of energy in the squad and the lads in the youth sector, some of them still go to the same school or the same class and there, it's even more prestigious. So there's a lot more to it and there's also a lot more personal animosity and that - in that year it was so that both HSV and we were a top team and that was of course two great things then, I think, to win both in injury time.

Tim: Yes, so I'll also take Finn-Ole Becker's winning goal in injury time on Friday, by the way!

Timo: ((laughs)) Hahahaha, yes, yes, it was a great solo from him back then. Yes, he's struggling a bit at the moment, I have to admit, to come in and maybe take on a bit more responsibility and not just be the little one who's allowed to play a bit. So he has to find his role a bit first, but that's part of the process and I like to watch it.

Tim: Yes, I think that next to Rodrigo Zalazar, you need someone to close the space again.

Timo: Yes, and there's another thing. Finn-Ole's strength is actually also a style of play similar to the one of Rodrigo and of course, he has to take a step back at the moment, but that will be fine.

Tim: Well Timo, we're drifting off, I wish you a successful derby and I hope that next week or whenever that will be we'll have another short talk about a derby victory and then about the emotions that were perhaps much more in it than one might expect now.

Timo: Yes, I think the 90 minutes on the pitch will be on fire. But that's what I also said today in the press conference for an away team and for away fans, just to go there and the battle chants and yes, somehow a bit of that, that played a role, that's just missing, those last emotions, they're missing. Without fans, it's just not the same, that has to be said quite clearly. Whether it's a derby or not, it's just not the same.

Tim: Yes, not for us fans either. I've been to both derbies in the Volkspark, the 0:0 back then too, so to speak, and that's something very special. Especially when you go there and you see the Ultra St Pauli marching to the derby the last two times, that's really special.

Timo: Yes, yes. They are!

Tim: I miss that too, and I think your team certainly notices that too, or you as a team notice that it's missing.

Timo: Yes, everyone, everyone notices that. That's just the way it is. Good-

Tim: Good Timo, speak to you next week.

Timo: Your analysis was good

Tim: ((laughs shyly)) Yes?

Timo: Your analysis was good and accurate, I watched it again afterwards, I think almost twice. We did really, really well in the first half. They didn't find a solution (Tim: Yes!) that was really great. (Tim: I thought so, too!) and with just one change, because they just run at us differently and position their counter-attackers differently, everything collapses. That was really, really frightening to see, but well, that's probably a process that takes longer.

[Music]

[AFM radio: ...he looks for the long Makienok again, he can extend for Daschner, Daschner on the half-left against two men, finds Kyereh, FINDS MAKIENOK, MAKIENOK SHOOTING POSITION, SHOOTS AND THE BALL IS IN! IS IN THE GOAL! SIMON MAKIENOK! SOMEHOW THE BALL BOUNCES OVER THE LINE! I think it was deflected, MA-KIE-NOOOK! Make the ball yourself and then score the goal! Knut: And a huge crowd of brown and whites in front of the visitors' block, with only shiny blue seats, yawning emptiness, but a heap of cheers. Once again the high ball into the centre, Daschner tightly surrounded by players with chest reception, they can't reach it and then and then he puts the ball deep and Makienok once with the stick got to the ball Ulreich doesn't come down so fast next to the standing leg left the standing leg of Ulreich then Makienok pokes the ball in. Ulreich still has his hand on it.

The ball bounces and goes into the goal 2 to 1 in the 83rd minute, St. Pauli leads 2:1 in the Volkspark.

Knut: Left side HSV runs on, deception by Heyer, Heyer moves on, Daschner sticks to him on Onana, Onana in the centre long pass, pass to Dudziak, pass to Dudziak, goal. Terrodde 2:2, Terrodde scores his second goal. It's unbelievable how fast it went, but it was played into the middle and Terrodde shields the ball with speed to the ball, the slow-motion again, the atmosphere is dangerously high again, like everything in the loudest, worst disco in Germany at Volkspark].

Tim: So October 2020 ended with the defence of the town's championship. With seven points after six games, FC St. Pauli was eleventh in the table. That was to be the best position in the division for a long time. As we know, the late autumn and winter were to take the club deep into the relegation zone. And it was during this phase that things got a little more uncomfortable around the person of Timo Schultz.

[Fan chant: Oh Sankt Pauli we follow you no matter where. In a thousand stadiums of this world, we are there and if the whole curve sings loudly in chorus for you, yes, then you will be the winner on this day, the winner you will be. Oh Sankt Pauli Ole, Ole, Ole...]

Debbie: We would like to leave it at the defence of the town's championship for episode 1. The uncomfortable times from November onwards can be heard in the next episode. For now, we would like to thank so many of you who have made this project possible: At the very beginning of the podcast you heard Thees Uhlmann with the "Timo Schultz - Song". For "Being Timo Schultz" he even went back into the studio with his band to record this sequence. Thanks, Thees, you awesome guy! We took the live sequences of the games from the recordings of the blind and visually impaired reportage of FC St. Pauli, also known as AFM-Radio. Thanks for this to AFM, Wolf Schmidt and the entire team of reporters. Thanks also to the club and the media department of FC St. Pauli for agreeing to this idea in the summer of 2020, when it wasn't really clear what direction the whole thing would actually take. Yes, and last but not least, an infinite thank you to Timo Schultz himself, who, whether in the car, in the gym or in East Frisia, was always open and honest in his answers. I am Debbie and lend my voice to this podcast. Maik is behind the controls and especially in the editing room. And the idea of "Being Timo Schultz" came from Tim, who also conducted the interviews with him. The three of us wrote the words I'm reading out here together. If you like this podcast, but also other texts and podcasts at MillernTon, then you are welcome to support us. We are currently in the process of professionalising ourselves further and one pillar for this are the donations from you. Because we would like to continue developing projects like this one in the future. And for that, we need financial help to be able to develop MillernTon even further from a hobby to a profession. So feel free to leave us a small monthly donation. You can find out how to support us on our website. There you will also find more information about this podcast project.

In a few days, we will publish the second episode of this podcast documentary, as Tim always calls it. The tone will be a little rougher and the atmosphere will be noticeably more subdued in the conversations between Timo Schultz and Tim. You can still look forward to it!

Being Timo Schultz – Ein Podcastprojekt des MillernTon

Outro Thees Uhlmann: Bon voyage Timo Schultz, also for district and club, you shall be my very last FC Sankt Pauli coach. How much can love take? I might never make it out, but until then, fuck it, Forza FC Sankt Pauli!

//The transcript of this podcast was extracted from the German Podcast and then translated by Arne