



Job & Person Description

Job Title	Head of Academy Sports Science and Medicine
Department	Academy
Reports to	Academy Manager
Responsible for	Lead Academy physiotherapist, Academy Physiotherapist, Academy Rehabilitation Therapist, Academy Sport Scientist, Strength and Conditioning Coaches, Academy Nutritionist, Casual therapists, Academy Psychologists, Academy Doctor
Purpose of role	
To Manage the Academy Sports Science & Medical Department	
Accountabilities	
<ol style="list-style-type: none">1. Lead and manage the Academy Sport Science and Medical team2. Manage and deliver the Sports Science and Medicine/Performance Support Programme for all Academy players registered with the Club3. Liaise and work alongside the Head of Performance Medicine to ensure alignment with the First Team	

Main Duties

Duties

- Oversee the provision of medical cover throughout the Academy utilising medical support staff, to include the integration of the Academy Doctor.
- In consultation with the Academy Rehabilitation Therapist, Sports Scientists and Strength and Conditioning coaches, produce an injury prevention strategy to include biomechanical correction, resistance training, warm ups & pre-habilitation
- Assist technical coaching staff with the design of training to optimise physical performance and fitness, and reduce injury risk
- Provide match day and training cover for Professional Development Phase (u21 focus)
- Design and implement an academy performance plan to allow for physical development and progression from Foundation phase through to the first team.
- Lead the process of rehabilitation utilising support staff where possible.
- Lead the review & analysis of injury audit data, feeding back key information to relevant members of the multi-disciplinary team.
- Oversee the provision of field-based, gym-based and classroom-based sports science interventions throughout the Academy.
- Oversee the provision of psychology interventions throughout the Academy.
- Oversee the review & analysis of performance data, feeding back key information to relevant members of the multi-disciplinary team.
- Endeavour to meet the individual needs of players throughout the academy.

- Provide a link between the First Team and the Academy Sports Science and Medical Team.
- Participate in player/parent review and progression meetings where required.
- A member of the Academy Management Team
- Participate and lead in Academy department meetings.
- Provide regular CPD opportunities for all members of the Academy Sports Science and Medical Team.
- Ensure departmental KPI's are targeted and met
- Ensure maintenance of appropriate records and their confidential storage on Kitman Labs Intelligence Platform.

Other responsibilities

- Be available to travel to other sites outside of their region (if required)
- Be aware of the PUFC policies, procedures & best practise so that concerns of non-compliance can be raised at all times e.g. Safeguarding, Inclusion, Diversity
- Work within the company processes (People, Finance, Training, Estates and Marketing Team). Seek advice & guidance if required ensuring employees and processes work seamlessly together
- Attend meetings, training and professional updating as and when required
- To adhere to existing working practices, methods, procedures, undertake relevant training and development activities and to respond positively to new and alternative systems.
- To maintain confidentiality and observe data protection and associated guidelines where appropriate.
- Self-assess and work on own personal and professional development
- To uphold the values of Peterborough United Football Club (PUFC) and not tolerate offensive, discriminatory or intimidating language or behaviour.
- To act as an ambassador/role model for PUFC and consider conduct takes into account the club's commitment to equality and safeguarding.
- To ensure PUFC provides a level playing field for all its fans, players and guests.
- Promote an inclusive environment within the club for colleagues, supporters and visitors, championing a zero-tolerance approach to bullying, harassment and victimisation within PUFC
- Demonstrate a commitment to PUFC's safeguarding policy.
- Promote EFL and FA regulations and ensure compliance with these.
- Ensure PUFC upholds current legislation, in particular, in relation to equality, health and safety and safeguarding.
- Be responsible for reporting any concerns to a senior colleague in relation to equality, health and safety and safeguarding immediately

In addition to these responsibilities carry out such duties as may reasonably be required. The above duties are a guide to the nature of the work required & are not intended to reflect all tasks associated within the role.

Person Specification

These are the attributes you need to be to be considered for this role. All criteria are essential unless stated as desirable only. To be considered for working at PUFC we expect you to share and demonstrate Our Values. These are a key part to you getting the most out of work at Peterborough United Football Club.

Experience & Qualifications

- BSc Physiotherapy
- HCPC Registered
- Pitch side trauma certificate (e.g. ATMMiF)
- Demonstrable clinical experience

- Excellent understanding of ways to improve the physical profile of an athlete, along with the physical demands of Football
- Experience of leading within a multidisciplinary team in elite professional sport

Skills and personal attributes

- Well-presented and professional
- Ability to Understand and lead KPI's and stats to drive KPI improvements
- Ability to travel to various sites
- Ability to build excellent working relationships with our managers, colleagues and staff
- Plan and prioritise workload and own administration so that deadlines and standards are met
- High level of integrity and discretion
- Strong work ethic with a can-do attitude with drive and self-motivation
- Good IT skills with the ability to use MS Office, Teams etc
- Accuracy and attention to detail including good written and verbal skills
- Understands and embraces speed of response
- Ability to own issues to resolution