



HEAD OF ACADEMY HUMAN PERFORMANCE AND MEDICINE

CONTRACT	Permanent	REPORTING TO	Academy Manager
HOURS	40 hours per week to be worked flexibly in line with the needs of the business and will include travel for away matches	LOCATION	Training Ground Burnley

JOB SUMMARY

The Head of Academy Human Performance and Medicine provides strategic leadership and operational management for the multi-disciplinary Human Performance and Medicine programme across the entire Academy. This role ensures the delivery of a world-class, age-appropriate, evidence-based support system that optimises player physical development, injury prevention, rehabilitation, performance, and long-term athletic health.

ROLES & RESPONSIBILITIES

- Develop, implement, review, and continuously improve the Academy's Human Performance and Medicine strategy and annual plan in line with the Club's Academy Performance Plan and EPPP requirements.
- Lead a multi-disciplinary team (including Lead Sports Scientists, Strength & Conditioning Coaches, Physiotherapists, Sports Therapists, Nutritionists, and support staff) to deliver integrated, individualised player support.
- Ensure seamless integration Human Performance and Medicine with the Coaching, Education, Recruitment, and Player Care departments through regular multi-disciplinary reviews and Individual Learning Plans.
- Oversee the design and delivery of age-specific physical development programmes (including strength & conditioning, speed, agility, endurance, and movement literacy) tailored to the Foundation, Youth Development, and Professional Development Phases.
- Implement advanced monitoring systems (e.g., GPS/load management, wellness questionnaires, physiological testing, and performance analysis) to optimise training load, recovery, and progression while minimising injury risk.
- Manage growth and maturation considerations, particularly during peak height velocity periods, to support safe and long-term athletic development.
- Ensure the highest standards of medical provision, including pitch-side care for training and matches, injury diagnosis, treatment, rehabilitation, and return-to-play protocols.
- Lead injury prevention strategies, trend analysis, and proactive screening programmes.
- Lead the Medical and Human Performance audit process for the Academy's Category 1 status.
- Lead end of cycle reviews.
- Formulate CPD based on areas of development from mid-year and end of season appraisals.
- Liaise effectively with the Academy Coaching staff and wider MDT on a daily basis in order to keep them informed of player availability for Academy matches and training.
- Manage all full and part-time Physiotherapists including personal development plans and leading on the appraisal process.
- Oversee daily rehabilitation and recovery services, working closely with the Academy Doctor, Senior Physiotherapist, and other clinical staff.
- Maintain primacy of clinical decisions with appropriately qualified medical practitioners where required.
- Lead on data collection, benchmarking, and reporting (e.g., productivity profiles, performance metrics) to support continuous improvement and external audits.
- Be responsible for the organisation, development, and implementation of screening (including cardiac screening) for all Academy players as part of the process to aid injury prevention strategies.

Leadership:

- Strategic decision making.
- Effective team communication: ensure that your direct report(s) are aware of their own objectives by holding an annual appraisal followed by regular one to ones.
- Accountable for setting and embedding the Club's ED&I strategy.
- Support the Club's mental health and wellbeing strategy and ensure that there is a department representative on the working group.

This job description is issued as a guideline to assist you in your duties and is not exhaustive. You may, on occasions, be required to undertake additional or other duties within the context of this job description.

All job offers will be subject to satisfactory references, social media/online and DBS checks.



ROLES & RESPONSIBILITIES CONTINUED

Supportive of Club Working Environment & Policies:

- Always demonstrate the Club's values.
- Comply with all Club policies.
- To work towards agreed objectives.
- To be able to work flexible hours where the role of the job requires.
- To understand and implement the Club's Safeguarding policy, procedures, and best practice guidelines in your role. To use this understanding to ensure safe working practices, appropriate reporting of concerns and contribute positively to a safe environment.
- Promote the Burnley FC brand and ethos in a professional, strong, and positive manner.
- Work alongside other team members to support in other areas of the organisation as and when required to promote best practice.
- Hold a commitment to equality, diversity and inclusion in the workplace.
- Willingness to attend training courses to enhance own professional development.



ESSENTIAL:

Qualifications

- BSc (Hons) in Physiotherapy or Sports Science.
- HCPC membership.
- CSP membership.
- MSc in a relevant field or working towards.
- A valid ATMMiF qualification (or FA level 5 equivalent).

Experience & Skills:

- Experience of planning and delivering high quality evidence-based treatment and rehabilitation of sports injuries.
- A good understanding of growth & maturation and its implications on the development of athletes.
- Understand UK anti-doping and the FA whereabouts system.
- Experience of working in a fast-paced environment.
- Proven leadership and line management experience in a multi-disciplinary Human Performance/Medicine setting.
- 2+ years experience in elite sport, preferably in a football Academy or high-performance environment (Cat 1 or equivalent preferred).
- Extensive knowledge of youth athlete development, maturation, injury epidemiology in football, and load management.
- Ability to inspire others.
- Effective communicator.

Personal Qualities:

- Access to transport for work purposes and to travel to locations throughout the local area.
- Willingness to have a full DBS check.
- Holds a commitment to equality, diversity and inclusion.
- Willingness to attend leadership training when required.
- Ability to inspire others.
- Ability to collaborate with colleagues from other disciplines.

DESIRABLE:

Experience & Skills:

- Knowledge of the EPPP.
- Previous lead experience in an elite sporting setting.
- A sound understanding of safeguarding and welfare requirements.
- Capable of developing and communicating strategy.

Personal Qualities:

- Innovative.
- Excellent presentation, and delivery skills.
- A positive attitude towards professional development and their own learning.