

JOB DESCRIPTION

Job Title:	Head of Medical
Department:	Medical
Reporting to:	Head of Football Administration
Location:	Sheffield United Training Ground, Shirecliffe, Sheffield
Contract type:	Full-time
Working pattern:	Flexibility required around First Team training, fixtures, evenings, weekends and travel

MAIN FUNCTION OF JOB (Note: in addition to these functions employees are required to carry out such other duties as may reasonably be required)

To provide senior leadership and strategic oversight of Sheffield United's Medical function, with overall responsibility for the delivery, governance and development of medical, physiotherapy and rehabilitation provision. The Head of Medical will also act as the senior doctor for the Men's First Team, ensuring high standards of clinical care, documentation and regulatory compliance, while providing clinical leadership across the wider Club to promote consistency and alignment in medical practice across the Men's First Team, Boys' Academy, Women's First Team and Women's Academy. The role will work closely and collaboratively with the Head of Performance and wider performance team to support injury prevention, player availability, rehabilitation and return-to-play.

MAIN DUTIES (brief description)

Duties/Responsibilities	Level of responsibility direct or indirect (D/I):
- To act as the Club's senior medical leader, with overall responsibility and accountability for the Medical function and the standards of medical provision across the Men's First Team. - To act as the senior doctor for the Men's First Team, with responsibility for the assessment, diagnosis and medical management of player injury and illness, including complex clinical cases. - To lead, manage and develop the First Team medical team, including physiotherapy and rehabilitation provision, creating a collaborative, accountable and high-performing environment. - To work closely and collaboratively with the Head of Performance and wider performance team, ensuring medical and performance information is shared appropriately to inform injury prevention, player availability, load management, rehabilitation and return-to-play decision-making. - To work closely with the First Team Manager, coaching staff and senior Club stakeholders, providing clear and evidence-based advice on player health, welfare and availability while maintaining appropriate medical confidentiality. - To lead the development, delivery and continuous review of the Club's medical strategy, ensuring clear clinical standards, responsibilities and ways of working across the Medical function. - To lead and continually review the Club's medical governance framework, ensuring robust policies, protocols, documentation, audit, safeguarding and assurance processes are in place and consistently followed.	All Direct

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• To ensure accurate, contemporaneous and confidential medical records are maintained to the required professional, legal and football regulatory standards, with clear pathways for escalation and communication to relevant stakeholders. • To provide clinical oversight, support and guidance to doctors working across the Boys' Academy, Women's First Team and Women's Academy, including regular check-ins, governance support and input into complex cases where appropriate, helping to promote consistency of medical practice across the Club. • To establish and maintain clear Club-wide clinical pathways and protocols across areas including cardiac screening, concussion, emergency care, anti-doping, medication management, safeguarding, mental health and player welfare. • To coordinate and oversee referrals, investigations, imaging, consultant reviews and surgical opinions, maintaining a strong network of appropriate external specialists and treatment providers and considering clinical quality alongside responsible use of Club resources. • To lead on pre-signing medical assessments and other medical screening requirements, ensuring findings and associated risk are communicated appropriately to relevant Club stakeholders. • To ensure appropriate doctor and emergency medical provision is in place for First Team training and fixtures, and to provide matchday medical cover in line with the requirements of the role and relevant competition regulations. • To attend First Team fixtures, including home and away matches, and travel with the squad where required. • To develop, maintain and regularly review Emergency Action Plans and ensure relevant staff are appropriately trained and prepared for emergency and trauma scenarios. • To oversee the monitoring and review of injury and illness trends, player availability and medical outcomes, working collaboratively with the Head of Performance and wider MDT to identify risk and drive continuous improvement. • To ensure rehabilitation and return-to-play planning is coordinated effectively between medical, physiotherapy, rehabilitation and performance staff, with clear clinical decision-making, accountability and communication throughout each player's pathway. • To promote a culture of professional challenge, clear communication and appropriate escalation, ensuring staff are confident to raise concerns and that clinical responsibilities and decision-making are clearly understood. • To lead and develop staff within the Medical function through regular feedback, objective setting, CPD, education and sharing of best practice. • To ensure the Medical function remains current with developments in Sport & Exercise Medicine, rehabilitation, technology and relevant football regulations, embedding evidence-based practice where appropriate.	
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- To oversee the Medical department budget, staffing requirements, equipment, medication, external medical expenditure and allocated CPD resources responsibly, balancing high-quality player care with appropriate financial oversight. - To maintain own appropriate Continuing Professional Development (CPD), appraisal and revalidation requirements. - To adhere to all Sheffield United Football Club Safeguarding Policies and Procedures and promote a culture in which player welfare, safer working practices and appropriate due diligence are consistently prioritised. - To report any concerns of a safeguarding or discriminatory nature to the relevant parties and support the Club's Equality, Diversity and Inclusion commitments. - To undertake any other reasonable duties as required and agreed with Club management.	
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REQUIREMENTS TO CARRY OUT JOB

Essential or desirable requirement – please indicate against each heading	E	D
Qualifications or specialist training, skills and personal attributes required:		
Registered medical practitioner with full GMC registration and a current licence to practise in the UK	E	
Postgraduate qualification in Sport & Exercise Medicine (Diploma, MSc or equivalent)	E	
Current FA Advanced Trauma Medical Management in Football (ATMMiF) qualification, or recognised equivalent	E	
Previous experience within professional football, ideally as a First Team Doctor, Lead Doctor, Head of Medical or equivalent senior medical practitioner	E	
Significant experience within elite professional sport, with strong clinical judgement and experience managing complex player cases	E	
Strong understanding of how medical, sports science, strength & conditioning and rehabilitation functions work together within an elite football environment, with the ability to work collaboratively with the Head of Performance and wider multidisciplinary team while maintaining clear clinical accountability	E	
Demonstrable leadership experience, with the ability to lead, manage and develop a medical team and create a collaborative, accountable and high-performing environment	E	
Strong understanding and practical application of clinical governance, including medical records, confidentiality, safeguarding and relevant professional and regulatory requirements	E	
Excellent communication and interpersonal skills, with the ability to build trusted relationships, influence senior stakeholders and challenge appropriately within a high-performance environment	E	
Experience providing strategic or clinical oversight across multiple teams, squads or medical practitioners		D
Previous experience managing or providing strategic oversight of sports science, strength & conditioning and/or wider performance functions within an elite sporting environment		D
MRCGP, MFSEM or other relevant postgraduate membership/fellowship		D

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Other:		
The post holder's duties must be carried out in compliance with all the Club's policies and procedures and also with the Health and Safety at Work Act 1974 and subsequent Health and Safety Legislation. To be responsible for your own behaviour and act in a manner that avoids and discourages any form of discrimination or harassment and to comply with the Club's Equal Opportunities Policy in line with the Equality Act 2010. All staff are required to work in line with the Club's safeguarding policies and procedures, and where applicable will be required to be checked via the Disclosure and Barring Service.		

SPECIAL TERMS

Special conditions e.g. working with hazardous substances, equipment, etc:	Regular work within an elite professional football environment, including matchday medical responsibilities.
Working in different locations:	Regular travel to home and away fixtures, training venues and external medical appointments as required.

I have read and understood my role and responsibilities as expected by the Club:

Name.....

Signature.....

Date.....