

JOB TITLE:	Head of Medicine & Sports Science
DIRECTORATE:	Football
REPORTS TO:	Director of Football
RESPONSIBLE FOR:	First Team Lead Physiotherapist, First Team Lead Therapist, Performance Coach (First Team Lead Sport Scientist), First Team Sport Scientist, Academy Head of Medicine & Sports Science
LOCATION:	Elite Performance Centre
HOURS:	As required to cover First Team schedules that include match fixtures and training days. There is an expectation with this position to work evenings and weekends.
MATCHDAY WORKING:	HOME <input type="checkbox"/> AWAY <input type="checkbox"/> BOTH <input checked="" type="checkbox"/>
DATE:	ASAP
DBS Check:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Job purpose

The Head of Medicine & Sports Science will sit on the Senior Leadership Team and will lead the Club's Medicine & Sports Science Department in the development, organisation, co-ordination and implementation of all Sports Science and Medical related matters within the First Team and Academy. This post is expected to optimise the availability and enhance the athletic development of Lincoln City First Team and Academy players through the provision of football's best medical science and strength & conditioning support. The Head of Medicine & Sports Science is expected to lead the department staff with expert managerial skills, ongoing education programmes and developing intra-club research studies. The Head of Medicine & Sports Science will hold accredited Physiotherapy status and should also establish and maintain an effective network outside the club including university links for internship schemes and furthering research.

Key Responsibilities

- To lead the service and development of all Sports Science & Medical matters relating to First Team players. It is expected that this delivery is through high professional standards utilising up to date research and evidence-based practice within the Sports Science & Medical Department.
- To assist in the development of evidence-based protocols and research for all areas of Sports Science and Strength & Conditioning throughout the club. There is an expectation to use all available resources including the latest research, collaborating with a successful network of external clinical specialists and university links.
- To lead and contribute fully within the Sports Science and Medical CPD programme of the department, through both participation and delivery of material.

- To oversee and drive the interdisciplinary approach of Sport Science working alongside the medical department, of which that includes special reference to injury rehabilitation.
- Be responsible for the management of Sport Science & Medical department staff within the First Team and Academy, ensuring high professional standards of everyone involved whilst taking into consideration their welfare and enjoyment of their role.
- To bring a creative, innovative and strategical approach warranting an alignment of sport science and medical practice with the football club's philosophies and agendas.
- To create a criteria-based model in objectifying the physical, emotional and physiological management of First Team and Academy players.
- To continually evaluate department members performance through meetings and reviews to appraise their professional standards.
- To manage the overall physical development program ensuring high rate of player availability and performance.
- To drive a research and development initiative from all data collected, that is shared, distributed and analysed by trusted parties to enhance the programs provision.
- To observe, monitor and react to the ever-evolving world of Sports Science, Medical and Strength & Conditioning developments, keeping up to date with all current research and changes in professional regulations.
- To ensure the latest clinical, scientific and technical innovations to practice are incorporated into maintaining the highest level of support within the Sport Science and Medical Department provision.
- To be an effective manager of the Sports Science & Medical Department with special reference to individual development of the department staff.
- To create successful and professional relationships with staff whilst maintaining professional distance from playing staff at all times.
- To be responsible and accountable for the departments allocated budget.
- To ensure all information collected is regulated appropriately and governed accordingly to General Data Protection Regulations.
- To maintain player information confidentiality within the scope of practice at all times.
- To act, at all times, in a manner appropriate to a representative of Lincoln City Football Club.

General responsibilities

- Carry out duties in accordance with all relevant company policies, including, but not limited to, the Health and Safety Policy, Code of Conduct Policy, Safeguarding Policy, Equality and Diversity Policy, Financial Regulation Policy and Social Media Policy;
- To safeguard and promote the welfare of all children, young people and adults at risk;
- To be vigilant and support all safety and security operations;
- Act always with utmost good faith to the Club, Foundation and the Company;
- Devote full attention and ability to fulfilment of the duties required by the role;
- Other duties as reasonably requested by a member of the senior management staff;
- To work closely with partnership organisations, to maintain good relationships and collaborative working practices;
- To work with colleagues throughout Lincoln City Football Club & Foundation to extend knowledge and skills in order to identify and develop best practice;
- Deal with enquiries and general day-to-day liaison with customers, colleagues and partners;
- Carry out general office duties including data recording, filing, photocopying, sending and receiving emails;

- Active participation on continuing professional development and the appraisal process;
- To undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job;
- To maintain the quality of service provision, regularly evaluating work and seeking to make improvements;
- Present a professional image when dealing with both internal and external contacts and partners, acting in a professional manner always;
- To cover as and when required at other departments within Lincoln City Football Club & Foundation;
- To recognise commercial opportunities across all products within Lincoln City Football Club & Foundation;
- Promote the brand identity and increase Lincoln City fanbase throughout;
- To support the Lincoln City Football Club green energy saving strategy and meet all requirements including but not exclusive to recycling, waste reduction, energy efficiency; and
- Any other duties commensurate with the grade and falling within the scope of the post, as requested by the Chief Executive.

The above-mentioned duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities, commensurate with the grading of the post, without changing the general character of the post.

Lincoln City Football Club & Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and employees to share this commitment.

Key relationships

- First Team Head Coach & Coaching Staff
- Lead Physiotherapist & Lead Sports Therapist
- Senior Performance Coach & First Team Sports Scientist
- Head of Academy Sports Science & Medicine
- Club Doctor

Key Requirements

Qualifications		
	Essential	Desirable
BSc (Hons) Physiotherapy	X	
Postgraduate Sports Science or Medically related		X
ATMMiF	X	
Sport Science / S&C related award i.e. BASES, UKSCA, CSCS, ISAK.		X
Experience		
Minimum of 5 years' experience in full-time professional sport	X	
Minimum of 3 years' experience as a department lead		X
Experience of working within a multidisciplinary team within a Sports Medicine environment	X	

Skills/Knowledge		
Leadership & Management		
Possess a growth mindset and the motivation to overcome obstacles	X	
Appreciate how to manage and leverage peoples with a sound understanding of emotional intelligence	X	
Have an understanding of change management, how to effectively implement strategies and pace them to the organisations speed	X	
Understand constraints of the organisation and how to work within that framework	X	
Strength & Conditioning		
Excellent understanding of human anatomy and biomechanics	X	
Excellent understanding of dose response loading and supercompensation with reference to sporting performance	X	
Excellency in the understanding of physical screening and S&C programming	X	
Sports Science		
Excellent understanding of training monitoring and periodisation	X	
Excellent understanding of human physiology and principles of athletic performance	X	
Excellent knowledge of injury prevention and recovery strategies	X	
Personal Skills/Qualities		
Excellent problem solving and decision-making skills	X	
Ability to lead pitch and gym based, group and individual conditioning	X	
Management skills to manage a multidisciplinary group of Sports Science and Medical practitioners	X	
Set and maintain high standards of work performance and deliver quality consistently and effectively	X	
Establish and maintain relationships with external institutions	X	
Exceptional organization skills with the ability to manage competing demands and deadlines to be able to work in a fast-moving environment	X	
Proactive and engaging style with a winning attitude and can-do approach	X	
Flexible approach and attitude to working hours	X	
Good listener	X	

Literacy		
Excellent competency in operating Sport Science and Medical specific software programmes such as GPS, PMA's, Dartfish etc	X	
Excellent written and verbal communication skills that are clear, engaging and responsive to convey complex information to individuals	X	
Excellent Microsoft Office skills with special reference to Excel	X	
Excellent knowledge and understanding of medical and sport science terminology	X	