



Job Description

Job Title	Head of Academy Medical
Department	Performance & Medical
Reports to	Head of Academy Performance, Head of Medical, Academy Manager
Location	Clare College Training Ground & Club Stadium
Salary	£28,000 to £32,000 per annum
Hours	40 hours per week
Role Summary	<p>The Head of Academy Medical will be responsible for the management of all medical provision across the Academy's U9-U21s.</p> <p>The Head of Academy Medical will be responsible for leading on clinical examinations and interventions for the U18s and U21s.</p> <p>The Head of Academy Medical will be responsible for leading on all communication with the MDT across the U18-U21 age groups.</p> <p>The Head of Academy Medical will be responsible for supporting the Academy U9-U16 Lead Therapist with the management of the Schoolboy Medical programme.</p>
Key Job Outcomes	<ul style="list-style-type: none">• To lead on the management of full-time and part-time Academy Therapists to ensure appropriate coverage of U9-U21 training, fixture, and tour programmes is provided.• To be the lead clinician to all full and part-time Academy players across the age-groups.• To ensure all clinical examinations and therapeutic interventions are documented in line with HCPC standards across the Academy Medical staff via athlete management portals (Kitman Labs, TrainMyAthlete).• To work closely with the Head of Academy Performance and Head of Medical with regards to the transition of players from the U18s & U21s into the 1st Team.• To lead on the Academy Medical Service EPPP Audit compliance procedure and ensure successful adherence to the National Audit of Injury and Rehabilitation.• To coordinate U15-U21 cardiac screening in line with FA guidelines and lead on any required follow-up investigations or interventions.• To coordinate all SCAT Concussion Baseline Testing across the U18-U21 groups.• To assist the Head of Medical in ensuring club adherence to Medical Department Minimum Standards including but not limited to; Emergency Action Planning, servicing of medical equipment, staff fitness to practice and clinical note auditing.• To lead the development and implementation of therapeutic interventions and rehabilitation for all full and part-time Academy players, with delegation to appropriate staff members where indicated.• To be responsible for conducting medical and physical screening for U18 and U21 players.



- To be responsible for the micro/meso/macrocycle planning of rehabilitation and modified S&C and pitch load for injured Academy players in coordination with the Head of Academy Performance and Head of Medical.
- To lead clinical judgement on the appropriate care pathway for injured Academy players including referral for diagnostic imaging, specialist consultation and alternative interventions (And accompany players where appropriate).
- To ensure all Academy players complete a robust Return to Training/Play protocol following injury, in coordination with the Head of Academy Performance and Head of Medical based on standardised practices and club protocols.
- To be the principle point of contact with injured Academy players and their parents/guardians for all communication regarding injury status, home care advice, notification of attendance to clinics and anticipated return to training/play.
- In cooperation with the Head of Academy Performance and Head of Medical, develop and implement a standardised movement and musculoskeletal screening battery across the U18-U21 groups.
- To produce Weekly, Quarterly, and Annual Injury reports detailing all Academy players for Academy Manager, Phase Lead Coaches, Head of Medical, Head of Academy Performance & Part-time Therapists.
- Ensure maintenance of professional portfolio of essential requirements as indicated by EPPP including HCPC registration, approved pitch-side qualification, DBS certificate, safeguarding training and Hep B immunity for the Head of Academy Medical and Academy Therapists (full and part-time).
- Ensure personal adherence to the HCPC Standards of Proficiency for Physiotherapists.
- Ensure all clinical documentation adheres to the CSP guidance on Record Keeping and Information Governance as set out in Section 6 of the Quality Assurance Standards.
- Engage in regular CPD activities to keep up to date with advancements in Sport Medicine and Musculoskeletal Physiotherapy.
- Liaise with the Head of Academy Performance regarding Medical for the PGAAC audit and EPPP requirements.
- Meet with Senior PDP, PDP, YDP & FP Phase Lead, Head of Academy Performance and Academy Manager as required. Your direct line manager is the Head of Academy Performance, but it is crucial that you establish and develop a good working relationship with the Phase leads, Academy U9-U16 Lead Therapist and Academy U9-U16 Lead Sports Scientist.

This job description sets out the key outcomes required. It does not specify in detail the activities required to achieve these outcomes. As a term of your employment, you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.



Person Specification

Skills, Knowledge, Qualifications & Experience	Required	Desirable
BSc Physiotherapy	✓	
MSc Physiotherapy		✓
Level ATMMiF Qualification	✓	
ITMMiF Qualification	✓	
In-date CSP and HCPC registration	✓	
Enhanced DBS and Safeguarding Children certificates	✓	
Working knowledge and experience of the football industry and the professional game in a similar or related role	✓	
Experience in sporting environment	✓	
A clear understanding of the Academy system and the professional football environment	✓	
Knowledge of EPPP & PGAAC requirements	✓	
Attitude/Behaviours		
Takes responsibility for ensuring a high quality of work	✓	
A genuine team player who will support and motivate other members of the team	✓	
A thorough and diligent individual, able to manage people and keep up with the administrative demands that the job entails	✓	
An enthusiastic, hardworking individual who is a good motivator	✓	
Personal Qualities		
Hardworking and enthusiastic	✓	
Good attention to detail	✓	
Loyal and committed	✓	
Proactive, highly organised individual with an ability to work unsupervised	✓	
Flexibility, and a willingness to learn	✓	
Effective at preparing, planning, and implementing workloads and schedules.	✓	



Application Process

Application Instructions	Interested applicants should apply by submitting their CV and Cover Letter, applications which do not include both documents will not be reviewed.
Application Closing Date	22 nd July 2024
Interview Date(s)	TBA We reserve the right to close this vacancy early if we receive sufficient applications for the role.
Start Date	ASAP
Mission, Vision & Values	<p>Mission Cambridge United aspires to compete at the highest level of the English Football League, whilst operating a financially sustainable football club embedded within the heart of its community. We are custodians with a collective responsibility to protect and enhance the Club for future generations.</p> <p>Vision <i>Creating Memories</i> We engage current and future generations of supporters by creating memorable moments.</p> <p><i>Driving Standards & Performance</i> We will evolve by driving standards and performance through self-reflection and education.</p> <p><i>Enhancing Lives</i> We are an inclusive Club that is United in Endeavour to enhance lives through the power of sport.</p> <p>Values We engage positive and inspiring characters who are committed to serving and strengthening our community, by adopting our 3 key values.</p> <p><i>Teamwork</i> We achieve more through working together than alone and are United in Endeavour.</p> <p><i>Hard Work</i> We are committed to learning and working towards our pursuit of excellence in everything we do.</p> <p><i>Humility</i> We will celebrate each other's successes and recognise that no individual is greater than the collective.</p>
Employability Statement	Cambridge United FC is committed to promoting equality of opportunity for all staff. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.
Safeguarding Statement	Cambridge United FC is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. For those positions where a criminal record check (DBS) is identified as necessary, this will be carried out in line with other safer recruitment checks.



	The post holder will be required to undergo Safeguarding training periodically.
Equality, Diversity & Inclusion	Cambridge United FC is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate on the basis of age, race, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, gender, gender reassignment, gender identity, marriage and civil partnership status, pregnancy and maternity, sexual orientation, disability, socio-economic background or any other inappropriate distinction or characteristic covered by the Equality Act 2010.