



## Job Description

<b>Job Title</b>	Head of Medical
<b>Department</b>	Football
<b>Reports to</b>	Executive Performance Lead, Director of Football
<b>Location</b>	Cambridge United Training Ground and Cledara Abbey Stadium
<b>Salary</b>	Competitive
<b>Hours</b>	Maximum of an average of 48 hours across a 7-day working week (to include weekends and evenings)
<b>Role Summary</b>	<p>The Head of Medical will be a Registered Physiotherapist, leading the clinical and administrative procedures of the medical department at Cambridge United Football Club. Whilst providing department management, the position holder will have a day-to-day responsibility for the health and fitness of the First Team players. They will liaise directly with the Head of Performance and Head Coach to maximise squad training and matchday availability.</p>
<b>Key Job Outcomes</b>	<ul style="list-style-type: none"><li>• To work with the Executive Performance Lead to deliver a multidisciplinary approach to player and team development</li><li>• To lead in the assessment, treatment and rehabilitation of all first team players</li><li>• Coordinate external diagnostic and/or specialist consultations based on clinical need</li><li>• Create and deliver advanced rehabilitation programmes centred on player specific performance demands</li><li>• Implement a robust process of objective measuring to inform the return to play process from injury</li><li>• Organise, develop and implement a comprehensive performance testing protocol in cooperation with the Head of Performance</li><li>• Assist in the provision and delivery of player individual physical development and injury risk reduction programmes</li><li>• Oversee and assist the other Physios/Therapists to ensure a consistent provision of medical care across all age groups</li><li>• Update training and matchday venue emergency action plans each year</li><li>• Maintain/manage all medical department equipment and consumables</li><li>• Provide matchday emergency aid cover to the First Team alongside the club Doctor</li><li>• Liaise with the club Doctor for review of reported illness</li><li>• Perform pre-contractual medical assessment of prospective first team players</li><li>• Produce pre-contractual risk stratification report to Sporting Director</li><li>• Provide continuous communication of squad availability to the First Team Head Coach</li><li>• Provide monthly squad availability update to the Director of Football</li></ul>



- Monitor healthcare spending in line with Health Partners membership obligations
- Maintain accurate and professional documentation in line with Chartered Standards
- Maintain active professional development portfolio

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
Degree in Physiotherapy (BSc or MSc)	✓	
3-year experience in professional sport		✓
FA ATMMiF certification or accepted equivalent	✓	
Experience of delivering high performance rehabilitation	✓	
Strong communication skills	✓	
Excellent interpersonal skills	✓	
<b>Attitude/Behaviours</b>		
Takes responsibility for ensuring a high quality of work	✓	
A genuine team player who will support and motivate other members of the team	✓	
Punctual	✓	
<b>Personal Qualities</b>		
Hardworking and enthusiastic	✓	
Attention to detail	✓	
Commitment to a common goal	✓	



## Application Process

<b>Application Instructions</b>	Interested applicants should apply by submitting their CV and Cover Letter, applications which do not include both documents will not be reviewed.
<b>Application Closing Date</b>	Friday 4 <sup>th</sup> April
<b>Interview Date(s)</b>	W/C 7 <sup>th</sup> April
<b>Start Date</b>	1 <sup>st</sup> June 2025
<b>Mission, Vision &amp; Values</b>	<p><b>Mission</b> 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><b>Vision</b></p> <p><i>Creating Memories</i> We engage current and future generations of supporters by creating memorable moments.</p> <p><i>Driving Standards &amp; 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><b>Values</b> We engage positive and inspiring characters who are committed to serving and strengthening our community, by adopting our 3 keys 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>
<b>Employability Statement</b>	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.
<b>Safeguarding Statement</b>	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 are committed to creating an inclusive workplace and welcome applications from disabled candidates. If you require any adjustments during the recruitment process, please let us know.

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.

<https://forms.office.com/e/WkrhMHMzL>