



Job Description

Job Title	Head of Academy Performance
Responsible to	Academy Manager (AM)
Role Purpose	Lead, manage and develop the Academy Performance Department across U9-U18, providing strategic oversight of Physical Development, Sports Science and Medicine services. Ensure delivery of an integrated, evidence-based performance programme aligned to the Club Academy Plan, EPPP requirements and club philosophy whilst contributing as a member of the Academy Management Team.
Behaviours that Build Relationships with	Internal: Academy Manager, HOCD, Lead Phase Coaches, Coaches (Part Time), PT S&C coach, Head of Medical, Head of Physical Performance and First Team Coaching Staff and Players. External: Premier League, EFL, FA, Football Conference.
Job Description	
Location	Training & Match Venues as currently in use by the Academy, Betwright Stadium E10 5NF, and remote working (away games)
Working pattern	40 Hours per week which will include being: • Required to work outside of normal hours, at least two evenings, at weekends, on bank holidays and public holidays. • Required to work mobile.
Travel	Regular travel to fixtures, meetings and other events relating to performance of the duties.

Role Overview & Responsibilities	Academy Management Team Responsibilities • Act as a member of the Academy Management Team and contribute to strategic leadership, planning and governance. • Support delivery of the Club Academy Plan and Academy objectives. • Provide performance and medical updates to Academy leadership. • Contribute to staffing, succession planning and resource allocation. • Provide performance and medical updates to Academy leadership and contribute to cross-club discussions regarding emerging talent and player readiness for First Team involvement. Key Leadership Responsibilities • Lead Academy Performance strategy across all phases. • Line manage Physical Development, Sports Science and Medical staff, interns and students. • Ensure EPPP compliance and support audits. • Manage departmental budgets, resources and equipment. • Lead multidisciplinary working across coaching, performance and medical services, ensuring effective collaboration and alignment with First Team staff where appropriate. Performance & Medical Leadership • Maintain regular communication with the Football Club Head of Medical and First Team Strength & Conditioning staff to support integrated player development, rehabilitation and progression pathways. • Provide strategic oversight of Sports Science and Medicine services • Oversee injury surveillance, rehabilitation and return-to-play processes. • Monitor player availability and departmental KPIs. • Lead MDT case review meetings. • Ensure medical governance, record keeping and emergency planning compliance. Technical Responsibilities • Collaborate with First Team staff to support the physical preparation, monitoring and progression of players transitioning between Academy and First Team environments. • Lead physical testing, monitoring and benchmarking. • Oversee GPS, workload, growth, maturation and bio-banding programmes. • Lead collection and reporting of performance data. • Develop individual performance plans. • Lead nutrition, recovery and lifestyle education.
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Person Specific - Essential/Desirable Characteristics	Essential Criteria • MSc in Sports Science, Physiotherapy or relevant discipline. • UKSCA ASCC and/or BASES accreditation. • Emergency First Aid in Football (EFAiF) • Experience leading physical development programmes in elite youth football. • Excellent understanding of long-term athletic development across Foundation, Youth Development and Professional Development Phases. • Experience managing staff and multidisciplinary teams. • Knowledge of EPPP performance and medical requirements. • Strong leadership and communication skills. • Enhanced DBS and Full UK Driving License. Desirable Criteria • Intermediate Trauma Medical Management in Football (ITMMiF) • Knowledge of data visualisation software (Power BI, Tableau etc.). • Experience as Academy Management Team member. • Budget management and audit experience. • Category 1–3 Academy leadership experience.
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