



Barnsley Football Club

Job Description

Job title:	Head of Academy Physiotherapy
Department:	Academy
Location:	Barnsley FC, Oakwell Stadium, Grove Street, Barnsley. S71 1ET
Date:	November 2025
1. Job Purpose	To lead and manage the Academy physiotherapy provision, ensuring high quality care and support for all players which meets EPPP standards. Oversee injury assessment, rehabilitation, and return-to-play processes, while driving injury prevention strategies and player profiling. To collaborate across multidisciplinary teams to deliver integrated, evidence-based care.
2. Specific Tasks and Responsibilities	• Lead, develop and deliver the Academy's physiotherapy programme in alignment with both club and league requirements, working closely with doctors, physios, performance and technical coaching staff. • Oversee injury assessment, rehabilitation, return-to-play processes, and performance enhancement for all Academy players. • Devise screening protocols and player profiling for all Academy squads to support injury prevention and athletic development. • Maintain accurate, confidential medical records in line with professional standards. • Coordinate external medical support and specialist referrals as required. • Deliver injury prevention protocols, pre-activation programmes, and gym/field-based rehabilitation sessions. • Contribute to education programmes for players and staff on health, wellbeing, and performance. • Line manage all physiotherapy and therapy staff within the Academy and ensure effective collaboration and clear communication within the MDT. • Ensure the delivery of a cohesive, high-quality physiotherapy service across all development phases. • Collaborate with Sports Science, S&C, and Performance teams to integrate evidence-based rehabilitation. • Monitor Academy medical expenditure and budget management. • Ensure staff qualifications and CPD are up to date with relevant regulations. • Support and develop part-time medical staff by leading internal CPD programme. • Provide regular injury updates and effective communication with coaches, parents, stakeholders and Club directors as required. • Coordinate medical coverage for training and match fixtures. • To hold responsibility for a squad/s within the academy, but willing to work flexibly with the academy team to ensure appropriate coverage for assessments, rehabilitations and matches as needed. • Actively support player development reviews and performance conversations alongside performance and technical coaching staff. • Contribute to safeguarding and the wellbeing of all Academy players in conjunction with the Club Safeguarding Team. • Ensure compliance with EPPP audit requirements and assist with medical insurance processes. • Assess and enhance existing processes and systems, providing recommendations as needed to enhance delivery and departmental effectiveness.



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	• Perform regular auditing, analysis, feedback and action points of the injury patterns and trends throughout the Academy – Provide reports, communicating this throughout specific Academy departments and Club directors as requested. • Incorporate latest clinical innovations to maintain best-in-class medical provision. • This job description is not intended to be exhaustive, and the post holder is also required to undertake any other duties as may reasonably be required appropriate to the level of the post.
3. Personal Specification	The ideal candidate will: • Demonstrated leadership experience in a similar role, with a proven track record of developing high-performing teams. • Deep understanding, experience and practical delivery of Long-Term Athletic Development pathway within youth sport. • Previous experience of working with youth athletes within a high-performance sporting setting across various age ranges. • Previous experience and deep understanding of youth maturation and different presenting injuries & rehabilitation within this specialist area of sport. • Previous experience in a professional football club or other elite sporting environment. • Experience focusing on injury prevention and rehabilitation. • Excellent communication and interpersonal skills, capable of inspiring and motivating others. • Collaborative and inclusive leadership style, appreciating diverse perspectives and contributions. • Passionate about making a positive impact on the lives of young athletes, dedicated to their long-term success. • Passionate about making a difference in the lives of young athletes and dedicated to their long-term success. • Demonstrates enthusiasm and is committed to achieving agreed objectives. • Effective at preparing, planning and implementing workloads and schedules. • A dynamic, hardworking and enthusiastic individual. • Proactive decision maker with excellent communication skills. • Takes responsibility for ensuring a high quality of work and maintaining standards. • Is receptive to feedback about own behaviour, strengths and areas for improvement. • Displays a high level of confidentiality. • Understands Health & Safety principles and practices. • Be flexible in days/hours of work, able to work matchdays and other events as required. • Be trustworthy and adhere to the Club's Code of Conduct and Ethics • Adhere to protocol and respect confidentiality in all matters, protecting any data relating to the area of work in accordance with the Data Protection Act 1998 and the General Data Protection Regulation (GDPR) 2018 • Consistently demonstrate high standards of professionalism • Be committed to personal & professional development • Demonstrate a commitment to safeguarding and promoting the welfare of children and young people



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	• Be always respectful of others and behave in a non-discriminatory manner as per the Equality Act 2010
4. Qualifications	Essential: • Either holds a Bachelor's degree in Physiotherapy and a Masters in a related field or a Bachelor's degree in a related field and a Masters in Physiotherapy. • Registration with the Health and Care Professions Council (HCPC). • Membership in the Chartered Society of Physiotherapy. • Advanced Trauma Medical Management in Football (ATMMiF) qualification.

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.

Safeguarding

Barnsley Football Club ensure that the best possible staff are recruited based on their merits, abilities and suitability for the position. We ensure that the Club meets its commitment to safeguarding by promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

The Disclosure and Barring Service (DBS) helps employers make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups. The DBS decides whether it is suitable for a person to be placed on or removed from a barred list.

Equal Opportunities

Barnsley Football Club is committed to ensuring a diverse and inclusive environment in line with the Equality Act 2010 and welcome applicants from across the community.

Right to work in the UK

Barnsley Football Club ensures that applicants are entitled to work in the UK without approvals and have the appropriate documentation to validate this.