

JOB DESCRIPTION

JOB TITLE:	Head of Academy Sports Science & Medicine
DEPARTMENT:	Youth Academy
RESPONSIBLE TO:	Youth Academy Director
RESPONSIBLE FOR:	Football Science & Medicine Staff
OVERALL PURPOSE OF JOB:	To develop and implement a Football Science & Medicine strategy in line with Club objectives to deliver a best-in-class Football Science & Medical operation to Youth Academy football squads.



DUTIES and RESPONSIBILITIES

SPECIFIC

MEDICAL / REHABILITATION DUTIES

1. Ensure effective, efficient and economical delivery of medical care to all members of the Club through the formation of a medical committee including a network of specialists.
2. Develop and oversee a criteria-based step-approach to rehabilitation for all Reserve and Academy players
3. Develop a Science & Medicine Strategy to identify operating protocols, and as a basis from which key relationships across all medical disciplines are established and developed.
4. Establish policies, standards and co-ordination of medical care and establish a chain of command to define the responsibilities of all parties.
5. Develop and maintain a comprehensive medical records system for the confidential storage and maintenance of contemporary, legible and appropriate medical records accessible by relevant members of the Medical Team.
6. Ensure appropriate medical /physiotherapy cover at all Reserve & Academy training sessions, matches and clinics
Arrange and undertake appropriate medical examinations for all Reserve & Academy players. This should include pre-participation musculoskeletal screening and functional assessment (with appropriate liaison with additional staff), annual checks and additional investigations, as determined by SFA/SPL/UEFA/FIFA regulations.
7. Ensure optimal interaction and communication between the Science & Medicine department and the Academy Management & Coaching department, particularly in relation to players' fitness / injury status and availability for training and matches.
8. Devise individualised rehabilitation programmes, in conjunction with the physiotherapist(s) and football scientist(s), for injured players, using appropriate, evidence-based therapeutic modalities as well as gym-based, pitch-based and multi-sport conditioning interventions.
10. Liaise with all members of the multidisciplinary team to address the physical preparation, treatment and rehabilitation of players, and other medical matters.
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SCIENCE / ATHLETIC DEVELOPMENT DUTIES

12. Design, implement and oversee a long-term athletic development curriculum for all Reserve & Academy players, which considers each player's biological maturation, training age and technical competency to optimise their athletic potential
13. Alongside the Sports Science team, design, deliver and oversee a physical performance testing battery - that is undertaken regularly throughout the season - which evaluates players' key physical characteristics and biological maturation status
Alongside the Sports Science team, develop a process of longitudinally monitoring all
14. Reserve & Academy player's physical performance, biological maturation and internal & external training load, as well as the academy's injury rates and injury burden.
15. Oversee individual conditioning programmes and monitor their effectiveness

RESEARCH & DEVELOPMENT

16. Develop relationships with higher education institutions to create internship opportunities for Sports Science students
17. Design internship research projects on an annual basis to inform and enhance the department's working process
18. Collaborate with higher education institutions on research projects with the aim of achieving regular publications to peer-review journals and contributing to the scientific literature

COMMUNICATION WITH KEY STAKEHOLDERS

19. Provide regular reports to Academy Management & Coaches related to players' physical performance, fitness / injury status and squad injury rates
Liaise with staff at SFA Performance Schools on a regular basis to optimise Academy players' training load, and communicate key information related to injury, physical performance and biological maturation
20. Communicate medical assessment findings to Academy players' parents/guardians and provide advise in relation to optimal treatment and rehabilitation exercises whilst players are at home.
21. Provide medical information to national associations if a player is called up for international duty
Liaise with First Team science & medicine staff to provide training data and physical performance testing data to aid in the transition of players from the Academy to First Team environment
22. Develop a lifestyle education programme for Reserve & Academy players, covering areas such as nutrition, sleep, anti-doping etc
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MANAGEMENT DUTIES

25. Develop an appraisal process for contracted Science & Medicine staff, to be undertaken on an annual basis
26. Ensure all Science & Medicine staff attend the necessary courses for their training and development in and are updated regarding latest best practices related to their profession.
27. Ensure all CPD requirements for members of the Science & Medicine Team are undertaken as required on an annual basis and all training & funding agreed in advance.
28. Develop standard operating procedures to ensure the smooth running of the Academy Science & Medicine department
29. Lead thorough interview and staff recruitment processes to appointment competent, enthusiastic practitioners to the Academy Science & Medicine Department
30. Maintain knowledge of Medical Criteria within the Club Licensing process at Youth level

GENERIC

31. Project a professional image, maintain an ambassadorial role for the club at all times
32. Adhere to the club's policies and protocols, specifically in relation to the wellbeing of young players
33. Participate in Performance Reviews
34. Carry out any other reasonable duties that may be requested by the Academy Senior Management Team