



Grimsby Town Football Club

Head of Medical - Job Description

We don't just work for Grimsby Town Football Club – we *are* Grimsby Town Football Club. It's a remarkable story that began in 1878 and has continued uninterrupted ever since.

There is nothing bigger and nothing more powerful in uniting so many people – through purpose, passion and pride – than a football club. It's people's identity. It's their family; their heritage. It's where they belong. This is something that cannot be undone. The bond, ties and loyalty are forever. And by being here, we are part of the story.

This is no ordinary job. This is an extraordinary opportunity. We are more than staff, players, managers, coaches, analysts, physios, stewards and volunteers. We are friends, supporters, promoters, entertainers, role models and, in some cases, idols and legends. But we cannot be any of these things without each other.

None of us is bigger than all of us. Every day, we strive for better. We are a football club, but we're at the heart of something much bigger. A club formed from its community now has the power to define its community. We are today's authors of this black and white story.

This moment has been 148 years in the making. And the next chapter is in our hands. Together, we can achieve greater things. And to achieve greater things we need a great team, and this is where you come in.

Job Title	Head of Medical
Line Manager	Head Coach - Men's First Team
Contract	Permanent, full time (37.5 hours per week)
Holiday entitlement	33 days includes Public and Bank Holidays (pro rata in relation to hours). To be taken throughout the year
Key internal relationships	Men's First Team: Head Coach and Wider First Team Coaching Staff, Senior Therapist, Head of Physical Performance, First Team Physical Performance Coach, Club Doctors Academy: Academy Manager and Academy Physiotherapists/Sports Scientist Women's Team: Head Coach

Purpose of the job

To lead and oversee the provision of all medical services for the Men's First Team, while providing oversight across the wider player pathway. The Head of Medical will be responsible for ensuring the delivery of high-quality, evidence-based medical care and maintaining clinical governance across the department.

The Head of Medical will lead the medical management of player injury and rehabilitation, ensuring high standards of assessment, treatment and ongoing clinical care. Working collaboratively with the wider coaching and performance teams, the Head of Medical will contribute to the development and implementation of evidence-based injury prevention and return-to-play strategies, supporting player availability and performance.

This role provides an exciting opportunity to lead and shape the medical department within a professional football club. We are committed to excellence and supporting continued development through opportunities for internal leadership development, CPD and professional learning.

Leadership Responsibilities

- Lead the medical programme for the Men's First Team and provide support and guidance where required across the wider player pathway, including Academy and Women's First Team.
- Direct and shape the club's medical strategy and processes, ensuring the delivery of high-quality care that supports all areas of player health, performance and wellbeing
- Lead and manage first team medical staff and conduct appraisals in line with Company policy.
- Adhere to the First Team Medical budget

Injury Management, Medical Care & Rehabilitation

- Lead on the assessment, diagnosis, clinical management, and rehabilitation of all player injuries and illnesses, including the delivery of gym and field-based rehabilitation sessions.
- Work collaboratively with the wider medical and performance team to deliver and develop evidence-based return-to-play protocols and injury prevention strategies
- Liaise with external consultants, specialists, and healthcare/imaging providers when required
- Co-ordinate the daily management of injured players and provide updates to key stakeholders regarding player availability using an objective evidence-based approach
- Monitor player health and general wellbeing
- Lead and coordinate all medical testing and cardiac screening programmes.

Matchday & Training Ground Medical Provision

- Attend all Men's First Team fixtures (home and away) to lead pitch-side emergency care and acute injury management in conjunction with the Senior First Team Therapist.
- Oversee the Club's medical staff and doctor(s) to ensure all training sessions and matches are appropriately covered in accordance with relevant competition regulations.
- Maintain and regularly review emergency action plans across all venues, and ensure that medical equipment is properly maintained, serviced, and readily available.

Recruitment & Player Screening

- To lead on medical risk assessments for prospective player acquisitions through pre-signing research and injury history analysis
- To lead pre-signing medical examinations

Governance, Compliance & Safeguarding

- Lead medical governance and compliance across the department, ensuring adherence to relevant competition regulations, legislation, and professional standards
- Maintain detailed, accurate and secure medical records for all activities in the department in accordance with relevant legislation and professional standards
- Maintain medical confidentiality at all times in accordance with relevant legislation
- Management of the FA's Anti-Doping whereabouts system to ensure player attendance and training schedules are up to date, whilst ensuring the FA Anti-Doping Regulations are always adhered to
- Manage the clinical treatment programmes within the parameters of the Club Codes of Conduct and Safeguarding Policies and Procedures

Staff Development & Administration

- Develop a programme of internal continual professional development (CPD) for medical staff
- Maintain qualifications to the minimum standard as required under FA and professional game regulations
- Develop and manage relationships with educational institutions to support and oversee student placement programmes for physiotherapy and soft tissue therapy.

Qualifications, Knowledge & Experience

The successful candidate will demonstrate the following qualifications, skills and experience:

Essential:

- BSc (or MSc) in Physiotherapy or Sports Therapy
- ATMMiF or equivalent Advanced Trauma Medical Management Qualification
- Experience working in a medical role within a sporting environment
- Demonstratable experience and expertise in clinical assessment and diagnosis, injury management, rehabilitation and return to play planning
- Excellent communication and interpersonal skills
- Ability to work effectively within a multidisciplinary environment and build positive working relationships with coaching, performance and medical staff
- FA Safeguarding Children Certificate

Desirable

- Chartered Physiotherapist (CSP Registered) and Health and Care Professions Council (HCPC) where appropriate
- Post-graduate qualification in relevant field
- Experience working within elite sport in a full-time setting
- Experience working within Men's / Women's Senior or Academy Football
- Previous experience in a management / lead role

- Experience using performance technologies (e.g. VALD) and athlete management software (e.g. Benchmark54, Teambuildr)

Club Vision and Values

All employees are expected to operate within and demonstrate a commitment to the Club's values at all times.

Our values are;

Pride - We take pride in our collective achievements and of the people in our community that we represent

Integrity - We are honest and hard working - like the people who built this town

Collaboration - We support each other in the pursuit of shared goals

Growth Mindset - We believe we can always learn, improve and adapt

Environmental Responsibility

Grimsby Town Football Club is committed to operating in an environmentally responsible and sustainable way. As part of our ongoing efforts, we are proud to be working towards the goals of the EFL Green Clubs scheme – a league-wide initiative to improve environmental practices across football.

We strive to reduce our environmental impact, promote sustainability in our operations, and encourage awareness and positive action across our staff, fans, and wider community. All employees, workers, and volunteers are expected to support the Club's environmental values and contribute to building a greener future for football.

Safeguarding Statement

Grimsby Town Football Club is committed to safeguarding the welfare of children and young people and expects all employees, workers, students and volunteers to endorse this commitment. This post requires an Enhanced Disclosure and Barring Service Check (DBS) as such it is exempt from Rehabilitation of Offenders Act (1974). Therefore, all convictions including spent convictions that have not been subject to filtering by the DBS should be declared. Relevant information and / or documents will be distributed as part of the recruitment process.

Equality, Diversity and Inclusion

Grimsby Town Football Club's commitment to Equality, Diversity and Inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010).

Employees, workers and volunteers of Grimsby Town Football Club must ensure a positive commitment towards equality, diversity and inclusion by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

Disability Confident Committed Employer

As a Disability Confident Committed employer, Grimsby Town Football Club is dedicated to creating an inclusive and accessible environment for all. We actively support our employees, workers, students, and volunteers by making reasonable adjustments where needed and ensuring that individuals with disabilities or long-term health conditions are supported to remain in and thrive within their roles. This commitment reflects our ongoing efforts to promote equality, remove barriers, and value the contributions of everyone in our community.

Signed by the employee: _____

Name: _____

Date: _____