Blackburn Rovers Football & Athletic Ltd
Job Description

Job title:	Head of Academy Sports Science and Medicine
Department:	Academy Sports Science and Medicine
Based at:	BRFC Academy, Brockhall Village, BB6 8BA. Flexibility on location may be required
Reports to:	Head of Academy
Responsible for:	All Academy Sports Science and Medical staff
Hours of work:	37.5 hours per week, plus any additional hours necessary for the performance of duties. This may include evening and weekend work.
Contractual Status:	Permanent
1. Job purpose:	Lead the Academy Sports Science and Medicine programme across all phases, including the U21s. Develop players physically, support their health and availability, and prepare them for the demands of senior football. As a member of the Academy Senior Management Team (SMT), set the department's priorities and evaluate its work against the Academy Performance Plan (APP).
2. Duties and responsibilities:	**Department leadership and standards** • Set the department's annual delivery plan and objectives in line with the APP. Report progress, player availability and key risks to the Academy SMT each month and use the findings to improve provision. • Lead, support and appraise Academy sports science and medical staff. Agree clear objectives and development plans, and provide regular feedback and continuing professional development (CPD). • Plan staff deployment and physiotherapy cover for Academy fixtures, including weekends. Liaise with U21 and First Team colleagues to coordinate cover when required. • Manage the department budget, equipment and ordering. Maintain records and evidence for Academy audit and ensure provision meets Club policies, the Elite Player Performance Plan (EPPP) and relevant league requirements. • Develop partnerships with external organisations for testing and research and share relevant findings and CPD across the Academy. **Physical development and player performance** • Lead an age-appropriate strength and conditioning programme across the Foundation, Youth and Professional Development Phases and U21s. Set physical development priorities that reflect each player's age, maturation and individual needs. • Oversee screening, physical testing and monitoring. Use the findings to inform individual development plans and give players and coaches practical feedback. • Lead daily staff discussions on player availability and readiness. Work with coaches to plan weekly training and match loads, and oversee individual out-of-season programmes. • Contribute to multidisciplinary meetings and player reviews. Agree actions with coaches and support staff and track progress against individual physical development priorities.

	• Work with the Head of Academy, First Team and loans staff to coordinate physical development, training and match loads, and medical handovers for players moving between the U21s, First Team and loan clubs. • Work with the Sports Psychologist and Nutritionist to integrate performance psychology and nutrition into player development. Contribute to player and parent/carer inductions and communicate with families as appropriate. **Medical provision and player availability** • Oversee the Academy medical programme, including injury prevention, assessment and treatment, rehabilitation and return to training and competition. Ensure clinical decisions sit with appropriately qualified staff. • Liaise weekly with the Academy Doctor and escalate concerns promptly. Agree rehabilitation and return-to-play plans with the relevant clinicians, coaches and performance staff. • Oversee the collection and reporting of sports science and medical data. Ensure records are accurate, kept on approved systems and shared securely with authorised colleagues. **Safeguarding and welfare** • Promote the welfare of players, staff and others involved with the Club. Maintain professional boundaries and follow Club safeguarding and reporting procedures. **Deputy Designated Safeguarding Officer duties** • Maintain up-to-date knowledge of and comply with the Club's safeguarding and child protection policies and procedures. • Receive, record, report and support the management of concerns, disclosures, incidents and allegations in line with Club procedures. • Promote safeguarding awareness and a culture of trust and inclusion. Deliver or arrange staff training and ensure anyone providing deputy cover is appropriately trained. • Provide cover for the Designated Safeguarding Officer and other deputies when required, and provide appropriate support to staff involved in an allegation.
3. Skills required:	• Ability to lead, develop and appraise a multidisciplinary team, set clear objectives and give constructive feedback. • Ability to plan and prioritise competing demands, meet deadlines and make sound decisions under pressure. • Clear communication with players, parents/carers, coaches, clinicians and senior colleagues, adapting the approach to the audience. • Ability to interpret performance and medical information, evaluate provision and turn findings into practical actions. • Sound judgement, integrity, empathy and discretion when handling sensitive information and welfare concerns. • Ability to work independently and collaboratively, solve problems and apply evidence to improve practice.

Blackburn Rovers Football & Athletic Ltd
Job Description

4. Knowledge required:	• Knowledge of physical development in Academy football, including growth and maturation, strength and conditioning, screening, testing and load management. • Understanding of injury prevention, treatment and rehabilitation, return-to-play processes, and the responsibilities and boundaries of clinical practice. • Understanding of how sports science, medicine, coaching, performance psychology and nutrition contribute to player development and progression into senior football. • Working knowledge of EPPP, Academy audit expectations and relevant Club policies and league requirements. • Knowledge of departmental and staff management, safeguarding practice and welfare reporting, confidentiality and appropriate information sharing.
5. Qualifications required:	• Chartered Physiotherapist with current HCPC registration and/or a master's degree in Sports Science or equivalent. • Physiotherapy route requires the FA Advanced Trauma Medical Management in Football (ATMMiF) qualification. • Sports science route requires BASES accreditation or working towards it. • FA Safeguarding qualification.
DBS check required:	Yes (Enhanced)

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 changing needs of the organisation.

How to Apply

Due to high-levels of interest, this post may close early so early application is advised, otherwise the closing date for this role is **12 noon on Friday 4th December 2026.** To apply, please submit your application through the EFL I-Recruit platform **HERE**

Equality and Diversity

Blackburn Rovers FC is committed to the principle of equal opportunity in employment and its employment policies for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

Safer Recruitment

Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK.