



BARNET FOOTBALL CLUB LIMITED
THE HIVE LONDON
CAMROSE AVENUE
LONDON
HA8 6AG

Job Description

Head of Medical

Department: Medical & Performance

Reports to: General Manager / CEO

Direct Reports: Academy Medical Staff, London Bees Medical Staff, Medical Interns and Placement Students

Job Purpose

The Head of Medical is responsible for the strategic leadership, governance, and operational delivery of all medical services across Barnet FC, London Bees FC, and Barnet FC Academy.

The role is accountable for ensuring the highest standards of sports medicine, injury prevention, rehabilitation, player welfare, and clinical governance are consistently delivered across all three programmes. Working closely with coaching, performance, recruitment, and football operations staff, the Head of Medical will lead and develop a multidisciplinary medical department that supports player availability, optimises performance, and safeguards the long-term health and wellbeing of all players.

The successful candidate will oversee a team of sports medicine professionals across each club, ensuring consistency in medical standards, policies, documentation, communication, and evidence-based practice while fostering a high-performance culture aligned with the Club's football philosophy.

Key Responsibilities

Medical Leadership

- Lead, manage and develop the medical departments across Barnet FC First Team, London Bees FC and Barnet FC Academy.
- Establish and maintain a unified medical philosophy across all football programmes.
- Provide strategic direction for the delivery of medical services and player healthcare.
- Line manage all employed and contracted medical staff.
- Conduct regular performance reviews, mentoring and professional development for departmental staff.
- Promote a collaborative, accountable and high-performance working culture.

Clinical Governance

- Ensure all medical services operate in accordance with FA, National League, Women's Football Pyramid, EFL best practice, EFL Academy standards (where applicable), and HCPC/CSP/SST professional guidelines.
- Develop, review and maintain departmental policies, protocols and standard operating procedures.
- Ensure appropriate clinical governance, risk management and safeguarding procedures are in place.
- Maintain comprehensive, confidential and GDPR-compliant medical records.



BARNET FOOTBALL CLUB LIMITED

THE HIVE LONDON
CAMROSE AVENUE
LONDON
HA8 6AG

- Lead regular medical audits and departmental quality assurance processes.

Player Medical Care

- Oversee the assessment, diagnosis, treatment and rehabilitation of injured players across all squads.
- Ensure appropriate return-to-play and return-to-performance decision-making using evidence-based practice.
- Provide clinical support for complex or long-term injury cases.
- Coordinate referrals to consultants, surgeons, imaging providers and external specialists.
- Monitor player health, illness management and overall wellbeing.

Injury Prevention & Performance Support

- Work collaboratively with coaching and performance departments to minimise injury risk and maximise player availability.
- Lead the implementation of injury prevention strategies.
- Support training load management through collaboration with Sports Science staff.
- Contribute to player performance through integrated multidisciplinary planning.
- Analyse injury trends and provide recommendations to improve squad availability.

Matchday & Training Ground Medical Provision

- Attend Barnet FC Home and Away fixtures.
- Ensure appropriate medical cover is provided for all training sessions and fixtures across Barnet FC, London Bees FC and Academy programmes.
- Maintain emergency action plans and ensure compliance with relevant competition regulations.
- Ensure all medical equipment, emergency supplies and medications are appropriately maintained and available.

Communication

- Act as the primary medical advisor to senior football leadership.
- Provide regular medical updates to coaching staff while maintaining appropriate confidentiality.
- Work collaboratively with recruitment regarding medical screening and player due diligence.
- Produce regular departmental reports covering injury status, player availability and service delivery.

Medical Screening

- Lead pre-signing medical examinations.
- Oversee seasonal screening and musculoskeletal profiling.
- Develop medical risk assessments for player recruitment.
- Maintain baseline testing protocols across all squads.



BARNET FOOTBALL CLUB LIMITED
THE HIVE LONDON
CAMROSE AVENUE
LONDON
HA8 6AG

Budget & Resources

- Manage departmental budgets effectively.
- Oversee procurement of medical equipment and supplies.
- Develop relationships with external healthcare providers and consultants.
- Ensure efficient allocation of staffing and resources across all football programmes.

Education & Development

- Promote continuing professional development across the medical department.
- Deliver educational sessions for players and staff on injury prevention, recovery, nutrition, sleep, hydration and player wellbeing.
- Support placement students, interns and developing practitioners.
- Encourage research, innovation and evidence-based clinical practice.

Compliance

- Ensure compliance with FA, FIFA, UEFA, National League and relevant competition medical regulations.
- Maintain appropriate professional registration and indemnity.
- Support anti-doping education and compliance procedures.
- Uphold safeguarding, equality, diversity and inclusion standards across the department.

Essential

- Degree in Physiotherapy or Sports Therapy.
- Current HCPC registration.
- Membership of the Chartered Society of Physiotherapy (where appropriate).
- Extensive experience working within elite football or professional sport.
- Previous leadership and line management experience.
- Demonstrable expertise in injury diagnosis, rehabilitation and return-to-play planning.
- Excellent communication and interpersonal skills.
- Strong organisational and leadership abilities.
- Full UK Driving Licence.
- FA Emergency Aid qualification (or willingness to obtain).
- Enhanced DBS check.
- ATMMiF or Advanced Trauma Medical Management qualification.

Desirable

- MSc in Sports Medicine, Sports Physiotherapy or related discipline.
- FIFA Diploma in Football Medicine.
- Experience within First, Womens or Academy Football



BARNET FOOTBALL CLUB LIMITED

THE HIVE LONDON
CAMROSE AVENUE
LONDON
HA8 6AG

- Experience managing multidisciplinary performance teams.
- Knowledge of GPS monitoring and athlete management systems.

Working Hours

This role requires flexibility to meet the operational needs of a professional football club and will include evenings, weekends and matchdays.

Safeguarding

Barnet FC is committed to safeguarding and promoting the welfare of children and adults at risk. The successful candidate will be required to undertake appropriate safeguarding training and may be subject to an enhanced DBS check where applicable.

Equality, Diversity & Inclusion

Barnet FC is committed to creating an inclusive environment where everyone is treated fairly and with respect. We welcome applications from all sections of the community and are committed to equality of opportunity.

Salary

Dependant on experience.