



JOB VACANCY

JOB TITLE Head of Academy Sports Science and Medicine
DEPARTMENT Academy

RESPONSIBLE TO Academy Manager
RESPONSIBLE FOR Senior Academy Physiotherapist, Lead Academy S&C Coach & Lead Academy Sport Scientist

SALARY Dependent on Experience
CONTRACT Full-time, 40 hours a week
WORK FLEXIBILITY The position will involve working irregular hours (evenings, weekends and bank holidays)

JOB SUMMARY

To lead and manage the delivery of an integrated, multidisciplinary performance support programme across all academy age groups (U9-U21). The role is responsible for ensuring the highest standards in sports science, medical care, injury prevention, rehabilitation and physical development.

ROLE RESPONSIBILITIES

Leadership, Management & Strategy

- Lead, manage and mentor a multidisciplinary team including sport scientists, S&C coaches, physiotherapists and sports therapists.
- Develop and implement a comprehensive sport science and medicine strategy aligned with the club's philosophy.
- Lead monthly department meetings to plan, review and create innovative ways of improving our medical and sport science services.
- Ensure the Academy Sport Science & Medicine department are compliant with EPPP rules.
- Manage departmental budget.
- Develop an in-service training programme to develop our physiotherapists, sports therapists, sport scientists and S&C coaches.

Performance Support

- Oversee the planning and delivery of physical development programmes tailored to each age group/stage of development.
- Ensure appropriate monitoring of player load, growth, maturation and readiness to train.
- Utilise available data to inform planning of programmes in line with players individual development plans.



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Medical & Rehabilitation

- Lead all aspects of medical care, including injury diagnosis, treatment and rehabilitation.
- Implement and continuously develop best-practice protocols for injury prevention and return to train/play processes.
- Ensure clear communication around injuries and rehabilitation programmes between medical staff, coaches, players and parents where appropriate.
- Complete musculo-skeletal screening of U21s players and assist with MSK screening of U18s and U9-U16 players.
- Attend specialist appointments with Academy players when necessary.
- Ensure all medical staff record treatments and rehabilitation daily on software system and complete audit of injuries at the end of the season.
- Ensure weekly Injury report to keep MDT updated on status of injured players.
- Oversee the planning and organization of the academy medical department, including but not limited to ensuring medial cover for all academy fixtures, liaising with paramedics and ambulance staff regarding games cover, completing staff rota.
- Ensure good lines of communication regarding relevant players and injury from the academy up to first team medical staff.
- To undertake both internal and external CPD.
- To ensure all work is undertaken in line with legal requirements of society/council membership.

Qualifications

Essential

- Physiotherapy degree
- HCPC registered.
- 1st Aid Qualified (FA Level 5 ATMMiF).

Desirable

- FA Safeguarding Children Workshop.
- UKSCA / NSCA



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Skills, Knowledge & Experience

- Strong leadership and interpersonal skills
- Excellent communication and collaboration abilities
- High level of organisation and attention to detail
- A minimum of 5 years post BSc qualification experience
- A minimum of 2 years' experience of leading a medical and/or performance department
- Experience of working with adolescents within a sporting environment.
- Good understanding of paediatric injuries and management
- Good clinical reasoning
- Experience of working in a multidisciplinary team in the delivery of medical services
- Good range of treatment and rehabilitation skills.

CRIMINAL RECORD CHECK REQUIREMENT

This role will require an Enhanced DBS Check.





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GENERAL STATEMENT

Should an adequate number of applications be received prior to the closing date, Swansea City AFC reserve the right to remove this advert.

Due to a high demand in applications the Club will be unable to respond to those applicants who have not been shortlisted for interview.

SAFEGUARDING & WELFARE

The Company is committed to safeguarding and promoting the welfare of children and young people involved in activities and event at the Company. As part of the Company's recruitment and selection process any offers of work involving working in regulated activity with children are subject to a satisfactory enhanced DBS Disclosure and barred list check (depending on the level of supervision, frequency, and nature of contact with children).

The Company may also conduct online searches of candidates who have been shortlisted as part of its safer recruitment procedures. Appropriate references will be required.

EQUALITY, DIVERSITY & INCLUSION STATEMENT

Swansea City AFC strives to ensure it provides an environment where everyone's rights, dignity and individual worth is respected and takes a zero-tolerance approach to any form of discrimination. Equal Opportunity is an integral part of our recruitment and selection process, and we welcome applications from all individuals who feel they meet the core requirements of the role.

We are particularly encouraging applications from women, disabled people and individuals from diverse ethnic communities who are currently under-represented within the organisation.

All appointments will be made on merit of skill and experience relative to the role.

HOW TO APPLY

Please complete an Application Form, available [HERE](#). If you require the application form in an alternative format, please email jobs@swanseacity.com

The closing date for this vacancy will be **18th May 2026**.