

## Head of Medical (NFL Academy)

*Note: In North American Markets this role aligns with “Head of Athletic Therapy”*

Job Ref: REQ251119

**As part of the University’s ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**

### Job Description

**Job Grade:** Management & Specialist Grade 7 (MA7)

**Job Purpose:** The post holder will provide clinical expertise and strategic leadership to develop the National Football League (NFL) Academy’s medical provision into a best-in-class provision. Working alongside the Head of Performance and Head Coach to progress our athletes to Division One College Football Programmes

### Job Duties

#### Clinical Leadership

- Oversee and deliver evidence-based care, including prevention, evaluation, treatment, rehabilitation, and administration of injuries to all NFL Academy athletes.
- Design and manage individualized injury prevention and performance-enhancement programs.
- Ensure all clinical practices adhere to national (UK) standards and NFL best practices.
- Lead the development and implementation of Standard Operating Procedures (SOPs) and clinical governance protocols.
- Maintain and ensure medical documentation and compliance with UK General Data Protection Regulations (GDPR) and athlete privacy regulations.
- Maintain Health Care Professionals Council (HCPC) or British Association of Sports Rehabilitators (BASRaT) registration and valid Trauma course Certification
- Oversee appropriate credentialing for medical staff.

#### Mental Health & Safeguarding

- Collaborate with mental health professionals and safeguarding officers to support athlete well-being.
- Oversee the implementation and regular review of Mental Health and Emergency Action Plans (EAPs).
- Support athlete education and awareness around mental resilience, emotional well-being, and safe reporting procedures.

#### Athlete & Staff Education

- Provide athlete education sessions on injury prevention, recovery, concussion awareness, hydration and performance readiness.
- Lead CPD (Continuing Professional Development) programs for medical staff.
- Create a performance-first culture that emphasizes education, responsibility, and well-being.

## Strategy, Innovation & Analytics

- Develop and execute long-term strategy for medical services aligned with NFL Academy's performance goals.
- Analyse injury trends, recovery benchmarks, and load management metrics to inform clinical and coaching decisions.
- Integrate athlete monitoring tools (e.g., EMRs, GPS, force plates, wellness apps) into medical planning.
- Generate reports and presentations to NFL, university leadership, and key stakeholders on performance outcomes.

## People Management & Stakeholder Engagement

- Lead an interdisciplinary team of Sport rehabilitators, interns, Physiotherapists and doctors
- Provide mentorship, supervision, and performance reviews for team members.
- Foster strong working relationships with NFL, Loughborough Sport, healthcare providers, athlete families, and performance partners.
- Act as primary liaison between athletes, coaches, medical consultants, and administrative leaders.

## Diversity, Equity, & Inclusion (DEI)

- Promote a culturally competent and inclusive environment for athletes from diverse backgrounds.
- Ensure equitable access to medical services and mental health support across the program.
- Advocate for DEI policies within sports medicine practices.

## Operational Oversight

- Manage the department's operational budget.
- Oversee procurement of medical equipment and supplies.
- Ensure compliance with insurance requirements, health clearances, liability documentation, and anti-doping policies.
- Conduct internal audits and risk assessments to ensure continuous improvement and safety.

## Collaboration & Integration

- Work in synergy with Head of Performance, Performance Support Team, Coaching Staff and administrators.
- Contribute to sport performance planning and strategy development.
- Facilitate regular inter-disciplinary meetings and case management reviews.
- To work in conjunction with the SMC practitioners to ensure the strict adherence to medical/patient confidentiality and appropriate record keeping and implement strategies to ensure ongoing commitment to data protection
- To ensure that thorough and regular communication takes place between all team members of the coaching staff and wider Interdisciplinary Team (IDT)
- Facilitate a highly motivated team and promote good working practice.
- Develop effective IDT working, contribute to sport performance planning and providing innovative strategies to develop inter disciplinary working with all members of the performance team (e.g. Strength and conditioning, nutrition, physiology, psychology)
- Be responsible for generating and reporting on the financial targets on a monthly basis.
- To undertake any other appropriate duties as appropriate to the role

## Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

## **Special Conditions**

The postholder must work within the rules of the professional conduct of their relevant governing body/professional council.

The postholder must maintain patient confidentiality at all times and will be required to provide a disclosure statement (see <http://www.gov.uk/disclosure-barring-service-check>) for more details.

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the commitment to the University's Equity, Diversity, and Inclusion policies at all times.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Belonging and Inclusion and, where appropriate, Recruitment and Selection.

Based full-time at Loughborough University, with flexibility for travel, early morning, evening and weekend work as required.

The post holder will be required to work with U18's and will therefore be required to complete a Disclosure and Baring Services (DBS) check

## **Organisational Responsibility**

Reports to Head of Performance and Lead Strength and Conditioning Coach

## Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

### Essential Criteria

Area	Criteria	Stage
Experience	Significant clinical experience in contact sports. (e.g., American football, rugby)	1,3
	Experience in a sports related setting, with high performance athletes.	1,3
	Significant management / supervisory experience of direct and indirect reports.	1,3
	Proven leadership and supervisory experience within high-performance environments.	1,3
	Demonstrated success in return-to-play planning and case management	1,2
	Experience with athlete monitoring technologies and electronic medical record systems.	1,2
	Strong understanding of concussion protocols and current UK governance frameworks	2,3
	Significant experience working with student athletes	1
Skills and abilities	Excellent communication and interpersonal skills.	1,3
	Excellent organisational and time management skills.	1,3
	Excellent attention to detail.	1,3
	Ability to analyse and interpret data.	1,3
	Ability to produce reports and present information to support decision making.	1,3
	Must be able to communicate fluently, both in writing and orally, in English.	1,3
	A commitment to ongoing professional development.	1,3
Qualifications	Degree in Physiotherapy or equivalent. Must be eligible for membership with HCPC or BASRaT.	1,3
	PHICIS Level 2/3 or ITMMIF / ATMMIF trauma certification.	1
Equality & Diversity	A commitment to equality and diversity with the ability to role model, adhere to and advocate the university's Equality & Diversity Policy.	1,3
Other	A commitment to safe working practices.	1,3
	To observe the University's Equal Opportunities Policy and Health & Safety policies at all times.	1,3
	An understanding, acceptance and adherence to the need for strict medical/patient confidentiality.	1,3
	A commitment to observe and uphold the Loughborough sport anti-doping policy.	1,3
	Eligible to work in the UK or obtain a work visa.	1

## Desirable Criteria

Area	Criteria	Stage
Experience	Experience with elite collegiate or professional American football programs.	1,3
	Previous international or multicultural work experience.	1,3
	Significant experience in a sports related setting, with high performance athletes.	1,3
	Experience of writing and delivering a Strategic Plan.	1,3
Skills and abilities	Additional languages (e.g., Spanish, French).	1,3
Qualifications	Recognised Strength and Conditioning Qualification.	1
	Master's degree in Athletic Training, Sports Rehabilitation, Physiotherapy, or related field.	1,3
	UK Clean Coach.	1

## Conditions of Service

The position is full time and open-ended (subject to external funding). Salary will be on [Management & Specialist Grade 7](#), at a starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for grades 6 and above staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements.

We also strive to create a culture that supports equity and celebrates diversity and inclusion throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>