

# Head of Performance

## Organisation

Ebbsfleet United FC

## Salary

Competitive

## Location

Northfleet, Kent

## Contract type

Permanent (Full time)

## Closing date

4 May 2025

## Job Description

HEAD OF PERFORMANCE

The role will provide team leadership, management, quality assurance, overall accountability for the Medical, Sport Science and Strength & Conditioning Department, working collaboratively with the Manager, players and the wider staff to provide best-in-class performance standards for the club.

The first-team Head of Performance will deliver best-in-class physical performance support on and off pitch to optimise team and player physical performance, minimise risk of injury, and enable the delivery of the EUFC game model consistently throughout the season across all competitions.

The successful candidate will be required to work flexible hours.

## Your Impact

### 1. Leadership & Management

Lead and manage the ongoing planning, delivery and review of a proactive and innovative approach to optimising player physical performance.

Supervise and oversee the ongoing planning, delivery and review of proactive and innovative injury rehab-focused strength and conditioning practices, ensuring an integrated approach that optimises return to play outcomes in partnership with coaches, players and the wider staff.

Lead and line manage the EUFC first-team Physical Performance Department in alignment with the agreed EUFC Performance strategy to ensure the EUFC first-team programme is supported with best-in-class sport science and strength & conditioning.

As a key member of first-team Performance Management, proactively contribute to the first-team Performance Leadership Team's collective approach to delivering best-in-class integrated performance support, role modelling an open, collaborative and psychologically informed approach to your work.

Develop and implement practitioner development plans and ongoing learning opportunities that support the growth and development of a best-in-class Physical Performance workforce aligned to the delivery of the agreed first-team Performance strategy.

Oversee the ongoing management of the first-team Physical Performance budget.

Communicate effectively providing consistent updates to key stakeholders on squad physical performance, individual player responses to load, individual physical development, squad physical profiling and rehab/return to play progress as required.

## **2. Physical Performance Support to First Team**

Manage and be accountable for the Strength and Fitness staff to ensure the optimal delivery of EUFC first-team preparation and recovery from training and matches.

Manage and be accountable for the Medical staff to ensure innovative and effective integrated and proactive player health and risk mitigation, and recovery and regeneration programmes are in place in line with the first-team Performance Services strategy to optimise player availability, robustness and readiness to perform.

Be accountable for and proactively manage the development, delivery and review of player Individual Development Plans as required.

Lead the ongoing development and implementation of evidence-informed holistic workload / player response monitoring systems that provide actionable insights to inform decision-making across the multidisciplinary performance team to optimise individual player preparation and recovery.

Lead the ongoing development and delivery of a system of physical profiling aligned to the Physical Performance Strategy and that informs 'What it Takes to Win', individual player support and rehab/return to play programmes.

Manage and be accountable for the development and joined-up evidence-informed approach to injured player management and rehab/return to play systems and processes.

## **What we are looking for...**

### **Essential**

- BSc in Medical, Sport Science, Strength & Conditioning or related area.
- A recognised postgraduate qualification (ie MSc) in Sport Science, Strength & Conditioning or related area.
- UKSCA Accreditation or equivalent.
- Experience working in an elite sporting environment.
- Experience of working effectively within a high-performing interdisciplinary team.
- Experience in a 'lead' role with responsibility for delivering physical change that impacts performance.
- Experience in line management/mentoring of other practitioners.
- Excellent ability to solve performance problems with a collaborative and adaptable approach.
- An advanced ability to develop strong positive relationships with a variety of stakeholders (Players, Coaches, wider staff), across professional disciplines, and influence decision-making with and without formal authority.
- An ability to reflect on current working practice and adapt as required.
- An advanced ability to utilise performance-related data to inform practice.
- An ambitious and energetic persona and approach to career advancement.

### **Desirable**

- Experience working in elite professional football.
- Previous coaching/mentoring training.
- Previous leadership and management training.
- BASES accreditation
- Experience in delivering/contributing to successful physical change in complex injury rehabilitation/return to play programmes

**How to apply**

Please email [careers@eufc.co.uk](mailto:careers@eufc.co.uk) with a covering letter and your CV.