



Job Title	Head of Academy Performance
Location	Heart of Midlothian Training Ground – Oriam: Scotland's Sports Performance Centre
Salary	£30,000 - £35,000 per annum
Position	Full Time including evenings and weekends
Closing Date	Close of play on 3 December 2021
Reporting to	Head of Performance

The Head of Academy Performance oversees the delivery of performance support services across the academy (u11 – u18 squads) for both our boys' and girls' programmes. The role holder will line manage a team of part-time sport scientists, physiotherapists and other allied health practitioners. They will be responsible for the effective operation of the multi-disciplinary team and drive both development and performance outcomes for the academy. An additional aspect of the role includes line managing our women's first-team performance staff.

We are looking for a candidate who is highly motivated and passionate about working with and developing young athletes. In addition, we are seeking someone who can develop good working relationships with a variety of groups including fellow practitioners, coaches, young players and their parents. The successful candidate will be joining a team of forward thinking and ambitious staff who are dedicated to creating an inclusive and supportive working environment.

Key Responsibilities

- Line manage part-time academy (boys & girls) and women's first team support staff and co-ordinate the provision of sports science and medicine services across these programmes.
- Develop and maintain positive relationships and effective communication pathways with players, coaches and members of the multi-disciplinary team.
- Design and implement a long-term development plan to help prepare youth players for the physical and mental demands of first-team football.
- Design and maintain a data management system for longitudinal player monitoring adopting a conscientious approach to data entry and judicious interpretation and dissemination of results.
- Design and lead regular fitness testing amongst all academy squads.
- Design and deliver gym-based training sessions.
- Design and deliver speed, agility, plyometric & conditioning sessions.
- Facilitate and proactively contribute to applied research projects as directed by the Head of Performance.

Essential Requirements

- Undergraduate degree in sport science or related discipline.

- At least 3 years in the provision of sport science support services to athletic populations, preferably within a professional football club.

Desired

- Postgraduate degree in sport science or related discipline.
- UKSCA accredited.
- BASES accredited (or working towards via supervised experience pathway).
- ISAK level 1 accredited.
- Previous line management experience

Personal Skills

- Conscientious and committed to attention to detail.
- Excellent communication skills in the written and spoken word.
- Excellent information technology skills and an understanding of modern software design.
- Critical thinking and analytical mind set.
- Strong character able to operate within a high-pressure working environment and put forward their point of view.
- Ability to work independently as directed whilst contributing proactively to the department.
- Honesty and openness and an approachable demeanor.
- Commitment to professional development.
- Flexibility due to the working pattern in the Academy

How to apply: If you think that you meet the criteria and would like to apply, please send a one-page covering letter and CV to Janine Brown, Head of HR - recruitment@homplc.co.uk.

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