



RECRUITMENT PACK FOR THE ROLE OF
WOMEN'S FIRST TEAM HEAD OF MEDICAL &
PERFORMANCE

CONTRACT TYPE: PERMANENT
HOURS PER WEEK: 37.5 HOURS
CLOSING DATE: 20 JUNE 2026
LOCATION: TRAINING GROUND

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WOMEN'S FIRST TEAM HEAD OF MEDICAL & PERFORMANCE RECRUITMENT PACK

The Women's team are seeking a Head of Medical and Performance to join the team.

The purpose of this role:

- To lead and deliver an integrated performance and medical strategy for the Women's First Team, ensuring alignment with the coaching staff's technical and tactical objectives.
- To bring together and coordinate all facets of the performance team, including strength and conditioning, sports science, medical, and rehabilitation services, ensuring a fully integrated and aligned approach to player support.
- To maximise player availability, health, and physical performance, while mitigating injury risk through effective clinical management, planning, monitoring, and delivery of evidence-based physical preparation.
- To take overall responsibility for the integration of medical and performance services, ensuring a collaborative, player-centred approach to injury prevention, rehabilitation, and return-to-play.
- To drive and embed a high-performance culture, promoting safe working practices, clinical governance, collaboration, and continuous improvement across all performance disciplines.





WOMEN'S FIRST TEAM HEAD OF MEDICAL & PERFORMANCE **RECRUITMENT PACK**

KEY RESPONSIBILITIES:

Leadership & Performance Strategy

- Lead the design and delivery of the Women's First Team performance and medical model, aligned to the team's playing philosophy.
- Oversee and integrate all aspects of performance and medical provision (S&C, sports science, rehabilitation, nutrition, and monitoring).
- Provide strategic direction on player health, physical development, and readiness across the season.
- Establish and maintain a high-performance environment, setting clear standards, behaviours, and expectations for players and staff.
- Work closely with the First Team Manager to ensure physical preparation and player availability support the game model and match demands.

Medical & Clinical Responsibilities

- Lead and deliver the medical provision for the Women's First Team, ensuring high standards of player care, injury management, and clinical governance.
- Act as the primary clinician responsible for:
 - Injury assessment, diagnosis, treatment planning and rehabilitation plans
 - Day-to-day management of player health and medical issues
- Design and implement individualised rehabilitation programmes, ensuring safe and effective return-to-training and return-to-play processes.
- Integrate medical and performance practices to ensure a joined-up approach to load management, injury prevention, and player readiness.
- Maintain accurate, confidential, and compliant medical records, ensuring all data handling aligns with relevant governing body and data protection standards.
- Lead on injury prevention strategies, working collaboratively with performance staff to reduce time-loss injuries and optimise player availability.
- Provide clear and timely medical updates and risk assessments to coaching staff to inform selection and training decisions.
- Liaise with external medical practitioners, national team staff, club specialists and players to ensure continuity of care for players.
- Ensure the club meets all medical governance, safeguarding, and league compliance requirements.



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KEY RESPONSIBILITIES:

Planning & Delivery

- Develop and implement seasonal, weekly, and individual physical development plans.
- Plan and deliver off-season and return-to-training programmes.
- Support the delivery of nutrition, hydration, and supplementation strategies alongside club specialists.
- Conduct and oversee fitness testing and physical profiling including full planning and periodisation of pre season and off season.

Monitoring & Performance Analysis

- Monitor and manage training loads, intensities, and physical outputs on a daily, weekly, and seasonal basis.
- Track and report player readiness, fatigue, and adaptation to training.
- Develop and maintain individual player performance profiles, benchmarking against appropriate standards.
- Collect, analyse, and interpret performance data to inform planning and decision-making.
- Maintain accurate and compliant data records and databases in line with club and regulatory requirements.
- Liaise with national teams regarding player load and status.
- Present integrated performance insights to senior leadership, linking physical outputs to team performance and strategic objectives.



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SKILLS & EXPERIENCE:

- Chartered Physiotherapist (CSP) with current HCPC registration (E)
- Experience working within an elite or high-performance sport environment (E)
- Proven experience in injury assessment, rehabilitation, and return-to-play in a team sport setting (E)
- Strong understanding of strength & conditioning principles, load management, and injury prevention strategies (E)
- Experience working within a multi-disciplinary team to support player performance and availability (E)
- The Football Association Level 2 Emergency First Aid in Football (EFAiF) qualification (E)
- UKAD Clean Sport certification (E)
- Safeguarding and Protecting Children certification (E)
- Enhanced DBS clearance (E)
- MSc in Physiotherapy, Sports Medicine, Strength & Conditioning, or related postgraduate qualification (D)
- Additional accreditation (e.g. UKSCA ASCC, ASCA Level 2, CSCS) (D)
- Experience working in women's football or elite team sport environments (D)
- Experience leading or managing staff or service provision (D)



WOMEN'S FIRST TEAM HEAD OF MEDICAL & PERFORMANCE **RECRUITMENT PACK**

WHO ARE WE?

Just over 130 years ago there was an exhibition match at Portman Road, played by two women's teams who had travelled from London to play in front of 2,000 fans. It has been a long road to our current full-time professional status, but women's football is at an all-time high now, and is continuing to grow, and we aim to be a major part of that. During the First World War, there are records of an Orwell Works Ladies Team, representing a huge, waterfront factory that had been repurposed from making farming machinery to making weaponry.

As far as the current side is concerned, our roots go back to 1985, a completely amateur set-up, and so it remained until recently. But our players were talented and utterly committed. Linda Curl joined us in 1988, shortly after scoring twice for England v Italy in the final of the Mundialito, a forerunner of the World Cup. We have an unbroken FA Cup record back to 1989 and had competed in the Cup as early as 1986. In 1991 the inaugural Premier League was set up, and we were included, twice finishing sixth before being relegated in 1994. The players were unpaid, had to take time off work to train and play, and the time and cost involved in playing at a national level took its toll. But our FA Cup record remained impressive, quarter-finalists for four consecutive years, 1989/90 -1992/93, and semi-finalists in 1995/96.

We continued playing in regional football, gradually dropping down to the fourth tier in 2010. It became clear, though, by the mid-2010s, there was a pathway to match our ambitions, even as an amateur club.

Year-on-year, we improved our league position, and looked towards promotion, as the top league turned fully professional in 2018/19. The modern era of women's football in England effectively dates from this time. In 2020 we made headlines as the first fourth-tier side to play in the fifth round of the FA Cup.

After finishing top of the league in two Covid-abandoned seasons, the team were awarded promotion to the third tier in 2021. We competed well, always part of the promotion picture, and narrowly lost an FA Cup quarter-final to professional West Ham United in 2021/22. After several near-misses, we were promoted to Barclays Women's Super League 2 as Champions in 2024/25.

Stadium regulations meant that we had to leave our seaside home in Felixstowe, but we have quickly settled into our new home at Colchester United's ground, the JobServe Community Stadium. Our fanbase is already impressive, but still growing. We are attracting some of the highest crowds in WSL2 and the link between players and fans is as important now as ever before.

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IF THIS IS YOU:

If you are interested in applying for the role, please complete an [online application](#) form detailing why you are the ideal candidate for this position. Please note CVs will not be accepted for this role.

Closing date for applications: 20 JUNE 2026

Please note that due to the high volume of applications we receive; only those successfully shortlisted for the role will be personally contacted. Therefore, if you haven't heard from us within four weeks of the closing date, please assume you haven't been shortlisted on this occasion.

SAFEGUARDING STATEMENT

Ipswich Town Football Club is committed to safeguarding the welfare of children, young people and adults at risk and requires all employees to share this commitment and promote the welfare of these groups. Applicants will be asked about any previous convictions, cautions, reprimands, including those that are considered 'spent' as defined by the Rehabilitation Offenders Act 1974 (Exceptions) Order 1975 (Amended 2013). Appointment to this role is subject to a satisfactory Enhanced DBS Check (with children's barred list check) and references.

EQUALITY STATEMENT

The successful candidate must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.



WELCOME TO SUFFOLK

There is a traditional theme running through Suffolk. It is a region of seaside entertainment, fish and chips on the beach and lazy days in the county.

Beautiful Constable countryside, fabulous coastline, remarkable wildlife and more. You can take a step back in time to explore Suffolk's fascinating history, and get right back up to date by visiting the modern, bustling town of Ipswich. There are also some great beaches in and around the area.

Ipswich has a unique, diverse identity with high quality restaurants, harbourside cafes, arts and shopping opportunities, making it the ideal place to live.

Wider job opportunities for your family are readily available in and around Ipswich in a number of different industries.

COMMUTING:

Ipswich is well connected both domestically and internationally.



Heading west on the A12, London is 86 miles away, while northbound on the A14 you can be in Cambridge within 60 minutes.



Frequent trains from Ipswich to London go directly into Liverpool Street and take just over 60 minutes



Ipswich Station,
Burrell Rd,
Ipswich
IP2 8AL