



JOB DESCRIPTION – HEAD OF SPORTS MEDICINE

BACKGROUND

The EIS exists to deliver outstanding performance–impacting support that enables sports and athletes in the UK to excel.

The EIS is the world's leading provider of Sports Science, Medicine, Technology and Innovation to high performance sport. It is unlike any other organisation in high performance sport, with an unrivalled network of experts in their fields delivering people-first solutions to over 40 Olympic and Paralympic Sports. Established in 2002 and now a wholly owned subsidiary of UK Sport, the EIS has been providing support to Olympic and Paralympic sports for almost 20 years and is now one of the largest organisations in high performance sport globally.

At the EIS we have around 400 high performing and highly motivated staff and work in a complex environment of external stakeholder relationships.

The EIS sits in a pivotal role in the UK within high performance sport. On a day to day basis EIS people provide outstanding support services to sports in our elite training centres. It is also at the heart of leading innovation across sport as well as being a key voice in the world of sports science, technical and medical challenges that will face our world of sport over the coming years; mental health, doping, safeguarding, concussion – to name just a few.

Improving performance is at the core of everything we do and our practitioners work daily with coaches and athletes as part of their elite performance programmes. We work in multi-disciplinary teams to provide a holistic service that supports coaches and performance directors in helping to improve the training, preparation and performance of their athletes.

Our work enables athletes to optimise training and practice; assists athletes to achieve peak performance at major tournaments, enables athletes and coaches to prevent, reduce and manage injuries; helps athletes and coaches to manage pressure and stress; and deploys performance enhancing technology, insight and analysis to enable athletes to develop strategies and tactics for competition.

The services we provide aim to deliver performance improvements and are guided by the technical programme needs of Performance Directors, coaches and athletes. The mix of practitioners we select to work with a sport is based on delivering the precise blend of skills and expertise to meet these requirements and contribute to performance improvements.

This role, reporting to the Director Medical Services has accountability for the delivery of EIS sports medicine practitioner services and governance of those service within the EIS and across the sports we work with.

Key relationships include:

- National Governing Body Chief Medical Officers
 - EIS Head of Physical Health
 - EIS Head of Mental Health
 - EIS Operations Managers
 - Key Medical leadership roles in partner organisations (including the BOA/ BPA /Home Country Sports Institutes (HCSIs))
 - A range of external specialists in the field of sports medicine and athlete health
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Grade: Level 3/4 (Sports Medicine)

Salary Scales: £103,902 - £131,243 p.a. pro rata

Hours of Work: The current role is scoped at a 18.5 hours (2.5 days / week). Applications for more flexible working hours will be considered and, if appropriate, the contracted hours may be reduced. Working hours may include working outside normal office hours at evenings and weekends and on Public Holidays.

Location: The normal place of work will be one of the eight regional EIS hub sites with the ability for some home working. The job holder is expected to work from wherever they can be most effective. Travel within the national network will be required and the EIS may from time to time require you to travel to and work at other regional and national offices.

ROLE SUMMARY

The post holder will contribute to the achievement of the aims and objectives of the English Institute of Sport through:

- Leading on the delivery of several critical medical operational services such as the Athlete Medical Scheme (AMS), concussion management, infectious disease management (including Covid-19), health screening (including cardiac screening), PDMS (Performance Data Management System); medical record standards, diagnostic coding and medications registration
- Leading the recruitment, selection, induction, development and management processes and practices for EIS SEM Physicians
- Supporting the Director of Medical Services in supporting Good Medical Governance application across the high-performance system

This role does not involve clinical delivery to athletes; rather the focus of this role is the operational management, leadership and development of sports medicine services and facilities across the EIS network. However, the role can be combined with SEM Physician practitioner role(s) held by the post holder in addition to this post.

KEY RESPONSIBILITIES

1. Provide leadership, and line management to the SEM Physicians across the EIS network to ensure that a world class medical service is developed and delivered.
2. Work with the Director of Medical Services, Director of Athlete Health, Head of Physical Health, Head of Mental Health, EIS site Operations Managers and Lead SEM Physicians so that EIS sports medicine service delivery is properly defined and aligned to the needs of sports and athletes.
3. Implement and oversee appropriate quality assurance for medical personnel, service delivery and equipment across the high-performance system, developing and working to good medical governance standards including compliance with CQC requirements
4. With the Head of Physical Health, and Head of Mental Health, and in collaboration with other HCSIs, develop and implement a comprehensive education and CPD program for all EIS SEM physicians to ensure that world class practice is achieved and minimum professional standards are adhered to.
5. Lead for the EIS on the continued promotion and effect use of the PDMS electronic medical record keeping system, ensuring it continues to be a comprehensive and effective system and that quality and timely records are maintained by SEM Physicians
6. Lead and manage a multi-disciplinary approach to sports medicine services, including supporting implementation of the updated multi-sport network service
7. Develop and maintain effective and influential relationships with key medical services leaders in sports and key partners such as the BOA / BPA and the BAC
8. Lead or participate in ad hoc athlete health priority projects and / or applied research across the organisation as appropriate
9. Ensure personal and discipline adherence to the FSEM and the HCSI professional codes.

This job description should be seen as enabling rather than restrictive and will be subject to regular review.

PERSON SPECIFICATION – HEAD OF SPORTS MEDICINE

Sitting at the heart of the UK high performance sport system, the role holder will quickly need to build personal and professional credibility with partners in sports, being visible in their environments and developing deep relationships with the key leaders in sports and maintaining real 'customer focus'.

The underlying values of the organisation are Innovation, Collaboration, Excellence, Care and these underpin the person specification for the role which describes the knowledge, skills, aptitudes, experience and qualifications that the English Institute of Sport deems as necessary for successful performance in the job role

COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Qualifications		
Full registration with the GMC (or equivalent) and the BMA (or equivalent)	Essential	Sight of certificates
Fellow or member of FFSEM (UK)	Essential	Sight of registration
Medical defence (MDU, MPS, MDDUS) indemnity/cover or suitable other	Essential	Sight of certificates
Current advanced life support qualification to at least Level 3 Certificate in PHICIS approved by RCSEd	Essential	Sight of certificates
Qualification or recognised management / leadership development or be prepared to work towards	Essential	Sight of certificates
Experience		
Extensive and demonstrable experience in leading effective sports medicine services to elite athletes and coaches within a multi-disciplinary health and performance service. This experience should include extensive work with national or professional teams and athletes	Essential	Application/ Interview
Demonstrated experience of management and operational delivery of health support teams	Essential	Application/ Interview
Experience of working in a complex network environment requiring strong relationship management and influencing skills	Essential	Application/ Interview
Demonstrated experience of strategic planning, implementation and monitoring of sports medicine support to high performance athletes	Essential	Application/ Interview
Demonstrated ability to analyse a range of sports in relation to their medical needs	Essential	Application/ Interview
Demonstrable experience of innovation in the assessment, monitoring and management of sports squads within the bounds of orthodox medicine	Essential	Application/ Interview
Demonstrable experience in designing, developing and implementing CPD programmes that develop world-class standards of sports medicine delivery	Essential	Application/ Interview
Experience of working with national performance programmes within National Governing Bodies of sport	Desirable	Application/ Interview
Experience of travelling with a team to major international competition at senior or junior level (e.g. Olympic or Paralympic Games, World or European Championships or Commonwealth Games)	Desirable	Application/ Interview

COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Knowledge and Skills		
Excellent management and leadership skills	Essential	Application/ Interview
A thorough understanding of the various sports science and medicine disciplines	Essential	Application/ Interview
Thorough and up-to-date understanding of the doping rules and regulations in sport	Essential	Application/ Interview
Excellent presentation and communication skills that can motivate behavioural change to have a positive impact on performance and make complex data easily understandable by a wide range of audiences	Essential	Application/ Interview
Excellent problem solving and decision-making skills	Essential	Application/ Interview
Skill in fostering productive and influential relationships internally and externally.	Essential	Application/ Interview
An ability to conduct cost/benefit analysis of health services)	Essential	Application/ Interview
Personal integrity and the ability to invoke trust and respect from others	Essential	Application/ Interview
An understanding of the UK high performance sport system	Desirable	Application/ Interview
May be required to work with athletes under 18 (DBS & Level 3 Child Safeguarding check required)	No	