



ROLE INFORMATION PACK:
HEAD OF PERFORMANCE & SPORTS SCIENCE

About the Role

Hartlepool United Football Club is seeking to appoint a motivated and committed Head of Performance & Sports Science to lead and manage the club's first team physical performance and sports science function.

Working closely with first team staff and players, the role focuses on delivery of day-to-day first team physical performance practices, and player preparation, fitness and selection availability. The successful candidate will operate within a clear performance framework set by Senior Football Leadership, with an emphasis on learning, development, and long-term growth within the club.

Job Title	Head of Performance & Sports Science
Contract Type	Full-time, permanent
Location	<ul style="list-style-type: none">▪ Victoria Park, Clarence Road, Hartlepool, TS24 8BZ;▪ Maiden Castle, Durham University, DH1 3LE; and▪ other Hartlepool United Facilities as required
Department	Football
Responsible To	Senior Football Leadership
Responsible For	Performance and Sports Science Staff
Key Relationships	<ul style="list-style-type: none">▪ Senior Football Leadership▪ First Team and Players▪ First Team Staff▪ Club Secretary
Salary	£26,500 per annum
Closing Date	Monday 1 st June 2026* <i>*Hartlepool United reserves the right to stop accepting applications prior to this date and early application is advised.</i>
How to Apply	To apply for the role, please send a completed application form to secretary@hartlepoolunited.co.uk . Application forms can be found here .

About the Club

Founded in 1908, Hartlepool United is a professional football club currently competing in The National League – the fifth tier of the English football league system.

The club plays its home fixtures at Victoria Park, Clarence Road, Hartlepool, England, TS24 8BZ.

Key Responsibilities

- Support the delivery of physical preparation for all first team training sessions and matches.
- Lead warm-ups, activation, and physical components of training in-line with the Senior Football Leadership's requirements.
- Deliver and support gym-based strength & conditioning sessions for both team and individual players.
- Assist with matchday preparation, including pre- and post-match routines.
- Work alongside medical staff to support injury prevention, rehabilitation, and return to play.
- Monitor training loads and player data using GPS and performance systems.
- Assist in the collection and reporting of performance data and player testing.
- Support the implementation of recovery, hydration, and nutrition practices.
- Contribute positively to the daily training environment and team culture.
- Design and oversee periodised training programmes to optimise player performance, availability, and physical readiness.
- Collaborate daily with the Head Coach and coaching staff to align physical loading with tactical and technical objectives.
- Plan and monitor the weekly training load, match demands, and return-to-play progressions.
- Ensure individualised performance programmes for all players.
- Oversee collection and interpretation of performance data (GPS, wellness, testing, match analysis).
- Implement evidence-based monitoring systems to manage fatigue, load, and injury risk.
- Produce clear performance reports and insights for coaching and medical staff.
- Work collaboratively with medical and rehabilitation staff to minimise injury risk and maximise player availability.
- Lead physical return-to-play and return-to-performance protocols.
- Ensure seamless transition between rehabilitation and full team training.
- Monitor injury trends and implement preventative strategies.
- Oversee recovery strategies including nutrition collaboration, sleep, hydration, travel management, and regeneration protocols.
- Implement individual recovery plans based on match exposure and physical outputs.
- Manage fixture congestion and travel demands through effective recovery planning.
- Support matchday preparation through physical readiness monitoring and warm-up design.
- Provide real-time performance feedback during training and competition when required.
- Promote an integrated high-performance culture across the first team environment.
- Maintain awareness of current sports science research and elite performance trends.

- Introduce innovative methodologies, technologies, and evidence-based practices.
- Deliver clear performance updates to senior leadership and coaching staff.
- Translate complex data into actionable coaching insights.
- Contribute to long-term squad planning through physical profiling and benchmarking.

Required Skills & Attributes

- Strong media and communication skills and football intelligence.
- Highly organised and methodical with excellent attention to detail.
- Strong communicator with confidence in presenting to senior staff.
- Ability to build and maintain trusted relationships with internal and external staff.
- Professionalism, integrity, and discretion.
- Ability to travel extensively, inclusive of evenings and weekends.
- Resilience and adaptability within a fast-paced football environment.

Essential Experience & Qualifications

- Degree in Sport Science, Strength & Conditioning, or related field.
- Experience working within a sporting environment (football desirable).
- Good understanding of physical performance in football.
- Familiarity with GPS tracking systems and performance monitoring tools.
- Strong communication and organisational skills.
- Willingness to learn, adapt, and develop within a professional setting.
- Flexible approach to working hours (including evenings, weekends, and matchdays)

Desirable Experience & Qualifications

- Master's degree in a relevant discipline.
- Experience in a professional or academy football environment.
- Relevant S&C certifications (e.g., UKSCA or equivalent).

Development Opportunity

- Opportunity to work closely with the First Team Head Coach and senior leadership team.
- Exposure to a structured performance model led by Senior Football Leadership.
- Ongoing support for professional development and career progression.
- Clear pathway to grow within the club's long-term vision

Miscellaneous & Important Notes	
Adjustments	Please make us aware of any adjustments required, for example access needs, during any stage of the recruitment process.
Annual Leave	28-days inclusive of public holidays. No Annual Leave to be taken during the footballing season.
Data Protection	The information applicants provide will be held in strict confidence. The Club processes information in line with its Privacy Policy and the information held will, on appointment, be used to administer employment with the Club. By making an application, the Club assumes that applicants agree to the processing of personal data in accordance with the Privacy Policy.
DBS Certificate	All offers of employment are conditional subject to a satisfactory enhanced disclosure from the Disclosure & Barring Service (DBS).
Entitlement to work in the UK	Any employment offer made by the Club is conditional on the selected applicant demonstrating the right to live and work in the UK.
Equality, Diversity, and Inclusion	The Club is committed to equality, diversity, and inclusion (EDI) and will confront discrimination of any kind. The Club ensures that all employees contribute significant commitment to EDI by treating everyone fairly and promoting working relationships between personnel of all backgrounds, orientations, status', partnerships, abilities, or previous opportunities.
Working Hours	Contractually 37.5 per week, however this is not a 9am-5pm role. The successful applicant's working pattern will be dependant on and in response to the footballing calendar and requirements/needs of the club. The successful applicant must be flexible to this, including early mornings, weekends and evenings.
Pension	There is a contributory pension scheme to which eligible staff will be auto enrolled. Employees who do not meet the auto enrolment criteria are eligible to join the Scheme, subject to certain provisions.
Probationary Period	All role appointments are subjected to a 6-month probationary period. The club reserves the right to extend this period at its discretion.
References	Any offer of employment made by the Club is subject to receipt of satisfactory references.

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