



JOB DESCRIPTION

JOB TITLE: Head of Physical Performance and Innovation
DEPARTMENT: Performance
REPORTS TO: Head of High Performance
LOCATION: Sir Jack Hayward Training Ground, Compton
HOURS: Full-time 37.5 hours per week (flexibility will be required due to the nature of this role)
DATE: May 2026

We are Wolves. English football's original innovators.

As a founding member of the Football League, we boast one of the richest histories in the beautiful game, shaping modern football while always staying true to our Old Gold roots.

A football club which represents a city built on grit and togetherness and one that is defined by ambition; from pioneering floodlit football to succeeding at the highest levels of the English and European game.

Always looking forward and determined in the face of challenge, bright in spirit and unified by the bond between players, staff and supporters, while remaining humble and grounded in the values of our Wolverhampton community.

At Wolves, we honour the past, while seizing the future.

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all colleagues and volunteers to share this commitment. This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding children, young people and adults at risk

Job purpose

We are seeking an exceptional individual to lead the physical performance delivery and drive performance innovation across our club. This role will develop and oversee the sport science framework across the club in all aspects of physical performance. The post-holder will support the Head Coach and 1st team coaching staff in session planning and delivery whilst leading the 1st team sport scientists daily to ensure optimal physical preparation for all of our first team players. The role will also involve extensive oversight and collaboration across the academy and women's programmes to ensure full alignment in philosophy across the entire performance landscape.

Key responsibilities

- To drive the performance philosophy across the Club and ensure a standardised, systematic approach to physical performance across men's, women's and academy programmes.



- To communicate clearly and effectively with the Men's Head Coach to provide comprehensive detail in relation to the physical status of all 1st team players.
- To have excellent working relationships and communication pathways with the medical staff to ensure absolute clarity in relation to each player's status in order to be able to provide the required detail to the Head Coach.
- Work alongside the rest of the MDT to ensure the players are optimally prepared for the demands of Premier League Football from a physical standpoint.
- Daily, to plan and oversee athletic development sessions that include a speed, agility or plyometric element in line with the coaching theme of the day in both a team and individual setting.
- Oversee the implementation of systematic physiological testing protocols and analyse the data and provide feedback to the multidisciplinary team members and individual player.
- Travel to 1st Team matches, tours, tournaments etc. as required.
- Plan and implement player-specific conditioning programs.
- Assist in the formulation and delivery of injury prevention programmes.
- Provide regular verbal and written reports at appropriate meetings associated with the physical status of players (athlete programme design, athlete attendance and adherence, test and monitoring reports, programme overview, review and updates).
- Drive special R&D projects that are part of the wider development of the performance department at the football club.
- To complete multi-disciplinary reviews for each player, providing short, medium- and long-term action points throughout the season when necessary.
- Oversee CPD pathway and provide mentorship to all performance staff.
- Develop a comprehensive, periodised training plan in line with the philosophy of the Head Coach.
- Innovate and drive our data analytics strategy by automating processes and integrating artificial intelligence to deliver performance insights that underpin performance planning, readiness and injury mitigation.
- To follow and enforce best practice in relation to Safeguarding policies and processes including but not limited to reporting procedures.
- To work alongside the Safeguarding Team and Designated Safeguarding Leads to ensure safeguarding standards are met and maintained.

General responsibilities

- Compliance with Club policies
- Compliance with the Club's health and safety procedures
- Compliance with the Club's safeguarding policies
- To promote the Club's values
- To work consistently to embed equality & diversity into the Club
- To undertake such other duties as may be reasonably expected
- To maintain professional conduct at all times

Safeguarding



We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all those associated with WWFC to share this commitment. This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding children, young people and adults at risk.

Equality, Diversity, and Inclusion

The post holder will demonstrate a strong commitment to equality, diversity, and inclusion, supporting the organisation's strategic aims to remove barriers and address inequality. You will play an active role in promoting an inclusive, discrimination-free environment that ensures fair access to opportunities and resources. This includes fostering a culture of dignity, respect, and belonging where everyone is empowered to contribute, perform, and reach their full potential.

Key relationships

- Director of Performance
- Head Coach
- Head of Medical
- The 1st Team MDT
- Head of Academy Sport Science and Medicine
- Football Administration Department



Person Specification

Job Title: Head of Physical Performance and Innovation

Knowledge: the level and breadth of knowledge to do the job e.g. understanding of a defined system, method or procedure, legal or regulatory frameworks etc

Essential

- A comprehensive understanding of exercise physiology and strength and conditioning.
- Operate within the rules of professional confidentiality to liaise with athletes, medical staff, sports sciences staff, coaches and other support staff as appropriate
- An understanding of individual responsibility in complying with Health and Safety policies

Technical/work-based skills: skills specific to the job e.g. language competence, typing skills, coaching skills etc

Essential

- Designing and delivering strength and conditioning programmes to the highest standard.
- Experience in physiological testing including analysis of biomarkers and their relevance in readiness for performance.
- Experience of how to modify and develop conditioning programmes according to test results or specific individual needs
- Evidence of a proven track record in designing multi-facet periodised training programmes specific to elite football.
- Ability to modify coaching style when delivering practical sessions to different populations

Desirable

- Working knowledge and prescription of inertia based training
- Understanding and ability to work with Tableau

General skills and attributes: more general characteristics e.g. flexibility, communication skills, team working etc

Essential

- Experience of actively engaging with players and technical coaches to create a culture recognises the value of sport science and strength and conditioning in on-field performance.
- Sound anatomical and biomechanical knowledge and an ability to apply this specifically when communicating with coaches and physiotherapists
- Ability to communicate complex data in terms that are easily understood by a wide range of audiences
- Ability to work irregular and unsociable hours as required involving work outside normal office hours, evenings, weekends and Bank Holidays
- Understanding of how to work safely with children, young people and adults at risk to uphold Safeguarding best practice.
- Promote, adhere to and implement the Club's Equality Policy and to work consistently to embed equality and diversity within Club.

Experience: proven record of experience in a particular field, profession or specialism.

Essential



- A minimum of 10 years' experience of working in an Elite Football Environment

Desirable

- Experience working in EPL or other 'top-5 league'
- Working with children and/or vulnerable adults

Qualifications: the level of educational, professional and/or occupational training required

Essential

- An undergraduate degree in a sport science related field (2:1 minimum)
- Master's degree in a sports science related field
- Accredited by UKSCA, NSCA or CASES
- Post-holder must hold or obtain at the earliest opportunity the relevant safeguarding training (i.e. FA Safeguarding Children Workshop)
- Post-holder will be subject to a DBS check at the appropriate level and cleared by the Wolves Safer Recruitment Group

Desirable

- PhD in Sport Science related field.
- EFAIF medical certificate
- NSCA Accreditation
- UKSCA Accreditation
- CASES Accreditation
- Recognised leadership / management qualification