



JOB DESCRIPTION

JOB TITLE:	Performance Wellbeing Lead
DEPARTMENT:	Women and Girls
REPORTS TO:	Head of Women and Girls
LOCATION:	Sir Jack Hayward Training Ground
HOURS:	37.5
DATE:	June 2026

We are Wolves. English football's original innovators.

Formed in 1975 as Heathfield Rovers, initially as a West Midlands League second division club, they later became Wolverhampton & Wednesbury Tube and then Wolverhampton Ladies before taking the name Wolverhampton Wanderers in 1993. In the 1993/94 season they were promoted to the Premier League, which was then the top flight of Women's football.

In 2008/09, the women and girls' programme were taken on board by the Wolves community trust. This support continued until the 2021/22 season, where the academy took control of the female provision, ensuring the boys and girls alike are given opportunities to play at Wolves.

The 2019/20 season and 2020/21 season saw Wolves Women top of the table in both seasons, only to have the leagues ended abruptly due to COVID. This prevented promotion to tier 3, however, Wolves were successful in an 'upwards movement' initiative, allowing them to move into the FA Women's National League, Northern Premier Division.

Following a sustained period of progression, Wolves Women achieved promotion to WSL 2 after winning Tier 3 and is firmly established as a leading side within the FA Women's National League. Building on a second-place league finish and a successful promotion campaign, the team now competes in WSL 2, marking a significant step in its continued development. As the club advances, the focus remains on competing at the highest level possible while providing a professional environment that supports the ongoing growth and performance of both players and staff.

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

The Performance Wellbeing Lead is responsible for leading and developing a holistic, evidence-based wellbeing programme across the Professional Game Academy (PGA) and wider academy age groups. The role ensures players receive high-quality, tailored support throughout their development, and life beyond the game.

The role champions environments that prioritise wellbeing, empowerment, and long-term success, with a strong focus on the specific needs of female athletes. Working collaboratively within a multidisciplinary team, the post holder supports players through key transitions, prepares them for future opportunities, and embeds a culture where wellbeing is integral to performance.



Key responsibilities

- 🛡️ Co-create and deliver Individual Development Plans (IDPS), providing tailored, holistic support across mental, physical, social, educational and financial wellbeing.
- 🛡️ Support players through all career transitions (entry, progression, loans and exit), ensuring continuity of care.
- 🛡️ Facilitate leadership, mentoring, career planning, and life skills while encouraging education beyond football.
- 🛡️ Identify wellbeing risks, maintain accurate records, and refer players to appropriate services (e.g., mental health, safeguarding, clinical).
- 🛡️ Lead on onboarding/exit and relocation support.
- 🛡️ Design, implement and evaluate an evidence-based performance and wellbeing strategy aligned to FA standards and a clear development philosophy.
- 🛡️ Champion a positive, reflective culture that embeds wellbeing into daily practice, including advocating for gender-sensitive approaches and the women's game.
- 🛡️ Work collaboratively with MDT staff, parents/carers, First Team, and external partners; ensure player and parent voice (only if player is a minor) informs practice.
- 🛡️ Ensure compliance with FA, safeguarding and audit standards while maintaining CPD, staying research-informed, and driving continuous improvement.
- 🛡️ Responsible for developing appropriate risk assessments in compliance with health and safety and sexual harassment legislation and ensuring regular evaluations of any risk mitigation strategies.

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

- 🛡️ Head of Player Care
 - 🛡️ Head of Safeguarding
 - 🛡️ Safeguarding Senior Manager
 - 🛡️ Assistant Director of Performance
 - 🛡️ Head of Women and Girls
 - 🛡️ Women's First Team Coach
 - 🛡️ Coaching Team
 - 🛡️ Academy Operations Manager
 - 🛡️ Girls and Women Operations Lead
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Scope of Job

The Performance Wellbeing Lead is responsible for leading and delivering a holistic, evidence-based wellbeing programme across the Women's pathway ensuring players are supported to thrive both on and off the pitch. The role focuses on integrating wellbeing into every aspect of the player development pathway, with particular attention to the needs of female aspects.

Working collaboratively within a multidisciplinary team, the post holder provides tailored support through Individual Development Plans (IDPs), supports players through key transitions, and promotes personal growth, education, and life skills. The role ensures continuity of care across all environments, including players on loan or dual registration, whilst maintaining strong relationships with players, parents, staff and external partners.

A key part of the role is shaping a positive, reflective culture where wellbeing is prioritised, measurable and aligned with FA standards. The Performance Wellbeing Lead also ensures safeguarding, compliance, and governance requirements are met, while advocating for gender-sensitive approaches and the ongoing development of the women's game.

Through strong leadership, collaboration, and continuous professional development, the role drives a high-quality wellbeing programme that prepares players for long-term success in football and beyond.



PERSON SPECIFICATION

Job Title: Performance Wellbeing Lead

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

- 🛡️ Proven experience in wellbeing, player care, pastoral support, or performance lifestyle within a high-performance or elite sporting environment
- 🛡️ Experience supporting athlete transitions and holistic development (entry, progression, exit)
- 🛡️ Experience working with, or strong understanding of, female athletes and their specific changes

Knowledge & Expertise

- 🛡️ Strong understanding of holistic athlete wellbeing (mental, physical, social, educational)
- 🛡️ Knowledge of FA standards, safeguarding, and welfare best practice
- 🛡️ Awareness of female athlete health and wellbeing considerations

Key Skills

- 🛡️ Ability to build trusted relationships with players, parents, and staff
- 🛡️ Strong communication, mentoring and 1:1 support skills
- 🛡️ Ability to work effectively within a multidisciplinary team
- 🛡️ Skilled in identifying risks and making appropriate referrals

Professional Practice

- 🛡️ Ability to design and deliver evidence-based wellbeing programmes
- 🛡️ Commitment to maintaining accurate, confidential records
- 🛡️ Strong reflective practice and commitment to Continuous Professional Development (CPD)

Values & Approach


- 🛡️ An understanding of Safeguarding children, young people and adults at risk
- 🛡️ Knowledge of Safeguarding legislation, policies and procedures (including reporting platforms and/or requirements)
- 🛡️ Wellbeing knowledge in relation to support children, young people and adults at risk
- 🛡️ Passion for supporting the women's game and gender-sensitive practice
- 🛡️ Ability to promote a positive, inclusive, and player-centred culture

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

Essential

- 🛡️ Degree (or equivalent) in a relevant field (e.g., Sport Science, Psychology, Wellbeing, Counselling, Education)



 Post-holder must hold or obtain at the earliest opportunity and maintain the relevant Safeguarding training (i.e. FA Safeguarding Children Workshop)