



Aberdeen Football Club

Job Description

Name:	
Job title:	Head of Performance
Line Manager:	Sporting Director / First Team Manager
Line Manager for:	Sports Science and Performance Support Staff
Date Started:	
Overall Purpose of Job:	
To lead the design, implementation, and ongoing evolution of a best-in-class sports science and performance strategy that maximises player availability, physical preparation, and on-field performance. The Head of Performance will work closely with coaching, medical, and recruitment departments to ensure integrated support for all first team and academy players, with a particular focus on practical delivery.	
Main Responsibilities/Description of Duties:	
LEADERSHIP & STRATEGY <ul style="list-style-type: none">• Develop and lead the First Team sports science and performance framework.• Work collaboratively with coaching and medical staff to align physical preparation with tactical and technical objectives.• Design and oversee periodisation plans, training loads, and recovery protocols.• Lead a multidisciplinary team across sports science, strength & conditioning and nutrition.• Integrate evidence-based practices and emerging technologies into the club's performance model.	
PERFORMANCE DELIVERY <ul style="list-style-type: none">• Monitor and assess player fitness, training load, and physical readiness using GPS, wellness, and performance testing data.• Assist daily delivery of first team performance activity including gym and pitch-based training, conditioning, rehab, individual and group top-up sessions.• Deliver individualised strength, conditioning, and recovery plans for players.• Implement and evolve injury prevention strategies in collaboration with the medical team.• Support match preparation and recovery strategies, including travel and environmental considerations.	
DATA AND TECHNOLOGY <ul style="list-style-type: none">• Lead the collection, analysis, and reporting of performance data to inform decision-making.• Provide regular performance insights to the coaching team and Sporting Director.• In collaboration with the multi-disciplinary team, streamline the use of data across performance support to ensure that it supports and contributes to the management and development of our players.• Ensure that performance disciplines maintain comprehensive electronic record system for the confidential storage and maintenance of contemporary, legible and appropriate medical and performance data accessible by relevant members of the performance disciplines (Kitman Labs).	



Aberdeen Football Club Job Description

DEVELOPMENT AND EDUCATION

- Educate players and staff on performance-related topics including nutrition, recovery, and load management.
- Maintain a professional development plan for the Sports Science team and facilitate CPD sessions.
- Ensure a program of future innovation through links with research and development partnerships and co-ordination of on-site applied research studies.
- Maintain a regular line of communication with the Sporting Director and 1st Team manager to ensure club and team objectives of the performance department are being achieved.

Please note that this job description is not designed to cover a comprehensive list of activities, duties or responsibilities that are required of the employee for this role. The duties and responsibilities may change within reason at any time with or without notice to suit the needs of the Club.

Person Specification: Experience/Qualifications/Training/Personal Qualities

QUALIFICATIONS

MSc Sports Science (or equivalent) or working towards it.

KNOWLEDGE & EXPERIENCE

- Minimum 5 years post qualification experience of working in an elite Football environment.
- Minimum 3 years experience as a head of department.
- Experience of designing and implementing performance programmes.
- Experience working in a multidisciplinary environment, incorporating all aspects of football medicine and science.
- Experience operating on an athlete performance software platform (The Football Squad / KitMan Labs).

SKILLS

- Excellent leadership, management and interpersonal skills.
- Able to communicate effectively (written and verbal) with players, staff and senior management.
- Ability to work as part of a team and on own initiative.
- Displays a high level of discretion and maintains strict confidentiality.
- Excellent IT and presentation skills.
- Flexible in approach to the football working week.
- Adaptable and innovative.
- Dedicated to self-improvement and personal development.
- An ability to inspire, lead and develop individuals.
- Focused on individual player development.
- Able to provide personal coaching & mentoring.
- Willing to support and promote the Club Philosophy and training model.

Signed by Employee:

Signed by Line Manager:

Date:

Date: