

JOB DESCRIPTION

JOB TITLE	Sports Medicine Lead (Athlete Health)
SALARY	£129,271
GRADE	DM
HOURS	0.5 FTE (Job share considered for internal candidates only) Fixed term contract to 31 st March 2026, with potential to extend
LOCATION	National/ Any UKSI site along with ability to work from home.

ROLE SUMMARY

This is an exciting leadership role to contribute to the future of Sports Medicine at the UK Sports Institute (UKSI), support continued development of UKSI Sports Medicine Doctors and enable delivery of the UKSI Athlete Health strategic objectives. We see this role as critical to our success and are looking for an individual with experience and skills in project management, and leadership of people and teams. This role is initially on a fixed term basis until March 2026, with potential to extend the contract to a substantive post dependent on funding confirmation for the Los Angeles 2028 cycle.

A fundamental part of the role is to develop strong working relationships across a range of multi-disciplinary teams, including Athlete Health Leads in Physiotherapy, Mental Health and Performance Data and line managers within National Governing Bodies across Olympic and Paralympic World Class Programmes (WCP).

The post-holder will work with the UKSI Head of Sports Medicine, current Sports Medicine Leads and UKSI Director of Clinical Governance in having responsibility for developing, overseeing and quality assuring the Sports Medicine Doctors and service delivery at the UKSI. In addition, the role will involve leadership and delivery of key projects related to priority areas of the Athlete Health strategy – including Respiratory Health and medical input into Performance Data Management System (PDMS), amongst others.

KEY RESPONSIBILITIES

- Collaborate with UKSI site(s) operations teams to ensure sustained and appropriate Sports Medicine staffing
- Provide professional and technical development of Sports Medicine Doctors aligned to the demands of the role and their future ambitions
- Facilitate Sports Medicine Doctors to connect, share practice and use the collective experience of others within the high-performance system
- Support and assure Sports Medicine Doctors to consistently deliver against expected standards of practice
- In collaboration with the Director of Clinical Governance, ensure that all systems for the health care of athletes comply with the Home Country Sports
- Oversee development and delivery of the UKSI Respiratory Health service, including line management responsibility for Respiratory Physiologist
- Lead and contribute to the effective working of the UKSI Respiratory Health group and delivery of the UKSI Respiratory Health strategy
- Provide medical input to development of Performance Data Management System (PDMS)
- Contribute to the development and delivery of the UKSI Sports Medicine strategy
- Support sports to identify, recruit and embed Sports Medicine Doctors within

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Institute Sport Good Medical Governance guidelines

- Enhance capacity of sports to identify and solve health and performance problems to optimise the health and availability of Olympic and Paralympic World Class programme athletes through technical expertise, facilitation and medical opinion if clinically appropriate
- Aggregate and share knowledge, expertise and solutions across performance support

the performance support team and organisation

- Connecting sports with similar performance problems to optimise breadth and speed of solutions
- Development and implementation of practice standards, policies and guidance within the discipline
- Dissemination of best practice and guidance in performance support across the UK high performance system

LINE MANAGER DIRECT REPORTS BUDGET ACCOUNTABILITY

Dr Jim Kerss, Head of Sports Medicine
N/A
N/A

KEY RELATIONSHIPS

- Athlete Health Leads
- Sports Medicine Leads
- Director of Clinical Governance
- Director of Athlete Health
- Director of Performance Data
- Respiratory Health working group

- Performance Data leads
- Site Operation Managers
- WCP Sport Heads of Performance Support and/or Performance Support Leads
- Athlete Health administration staff

PERSON SPECIFICATION

COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Qualifications		
Full registration with the General Medical Council (GMC)	Essential	Sight of certificates
GMC Specialist Registration in Sport and Exercise Medicine	Essential	Sight of certificate
Medical indemnity cover at a level appropriate for this role	Essential	Sight of certificate

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COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Qualification or recognised training in leadership and management (or working towards)	Desirable	Sight of certificate
Qualification or recognised training in coaching and mentorship (or working towards)	Desirable	Sight of certificate
Experience		
Recent experience (within 3 years) of working within a Sports Institute, National, or International Governing Body	Essential	Application / Interview
Experience in the provision of medical services to athletes and coaches to improve performance, including work with national or professional teams.	Essential	Application / Interview
Experience of leading a multi-disciplinary team in the delivery of health services to high performance sports in the UK	Essential	Application / Interview
Experience in project management	Essential	Application / Interview
Experience in leadership of teams and individuals, including coaching and mentorship experience	Essential	Application / Interview
Knowledge and Skills		
An understanding of the needs of sports, athletes and athlete support personnel in a high-performance sport environment	Essential	Interview
An understanding of the UKSI, UK Sport and the UK high performance sport system	Essential	Interview
Ability to support and develop individuals professional and technical skills through supervision, coaching and mentorship	Essential	Interview
Excellent presentation and communication skills that can elicit behaviour change in individuals and groups	Essential	Interview
An understanding of project management principles and ability to develop and deliver projects to set timelines	Essential	Interview
Self-motivated with excellent organisational and time management skills	Essential	Interview
Ability to effectively communicate information and data in terms that are easily understood by a wide range of audiences	Essential	Interview
Excellent problem solving and decision-making skills	Essential	Interview
Skilled in building and maintaining productive relationships with medical and non-medical colleagues	Essential	Interview

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COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
May be required to work with athletes under 18 (DBS check required)	Yes	Interview

All UKSI practitioners are expected to engage with and support training and professional development in anti-doping, i.e., UKAD Accredited Advisor Certification, safeguarding and GDPR. Practitioners are also expected to adhere to all UKSI policies and procedures and show commitment to promoting and supporting equality, diversity, and safeguarding within sport

END OF JOB DESCRIPTION