Job Description

# Director of Medical and Performance

AFC Toronto

**Supported by Bloom Sports Partners**

BLOOM
SPORTS
PARTNERS

## The Opportunity

The Director of Medical & Performance will provide both strategic leadership and day-to-day operational oversight across all medical and performance functions for AFC Toronto, ensuring player health, availability, and long-term performance are central to every decision made by the club. This role requires a leader who understands the environment within a growth stage league, can set long-term vision and standards, and is willing to work hands-on with players.

This role oversees a fully integrated, multidisciplinary department including medical services, acute care, physical performance, sports science, nutrition, and women's health, and serves as a key advisor to the Sporting Director and Head Coach on all matters related to player readiness, risk management, and performance optimization.

The Director will be responsible for building systems, standards, and a high-performance culture that support sustained player availability, minimize injury risk, and deliver an elite player experience aligned with AFC Toronto's values. This individual will lead, develop and mentor a high-performing staff, manage key external partnerships, and ensure alignment across all areas of player care and performance.

## Before You Apply

A few things worth knowing upfront:

- **You must have credentials and be in good standing.** You can either be a Licensed AT, PT and/or Performance Coach. You may also have a Master's degree, doctorate, or equivalent advanced qualification in a relevant healthcare or performance field.
- **You must be based in Toronto, full-time.** This is an on-site role that requires regular presence at the club. Relocation is welcome.
- **You must be eligible to work in Canada.** AFC Toronto is unable to provide immigration sponsorship or work permit support for this role at this time.
- **This is a build.** We're only in year 2 and we've been doing a lot of hiring! You'll be constructing systems, processes, and guiding teams.
- **We're looking for 7+ years in elite sporting environments.** You'll be working in a club environment with high performing athletes.
- **We'll prioritize soccer experience.** This role will be both strategic and hands on, and we want this person to be able to work with players as needed.
- **You'll have to non-traditional hours and weekends,** and meet the demands of the NSL calendar.

## What You're Here To Do

### Leadership & Management

- Provide strategic and operational leadership for all medical and performance functions, including medical services, physical performance, sports science, nutrition, and recovery.
- Design, implement, and continuously refine a comprehensive health, performance, and wellness strategy that supports both immediate competitive success and long-term player availability.
- Establish clear departmental philosophy, standards, and operating rhythms that align with the club's broader sporting strategy and culture.
- Serve as a core member of the AFC Toronto's soccer leadership group, contributing to decision-making around roster planning, training methodology, travel, scheduling, and load management.
- Develop and support the medical and performance staff, aligning the multidisciplinary team and ensuring a structured, organized approach to all protocols and processes.

### Player Health & Performance

- Lead the development and oversight of injury prevention, load monitoring, recovery, and return-to-play protocols, grounded in evidence-based best practices.
- Oversee all medical assessments and evaluations for current and prospective players, including pre-signing medical reviews.
- Ensure consistent, high-quality care across assessment, diagnosis, treatment, rehabilitation, and reintegration into training and competition.
- Act as the primary performance and medical advisor to the Head Coach and Sporting Director on player readiness, risk tolerance, and availability decisions.

### Medical Operations and Game Day Management

- Serve as the key communicator regarding match-related injuries to internal stakeholders, including team physicians, coaching staff, Sporting Director, and communications personnel.
- Oversee all aspects of game day medical coverage, including sideline care, injury evaluation, emergency response, and pre- and post-match treatments.
- Lead the development, maintenance, and execution of Emergency Action Protocols for home and away matches.

- Oversee all medical documentation, injury reporting, treatment records, and return-to-play timelines in compliance with league requirements.

**Collaboration & External Partnerships**

- Serve as the primary liaison with team physicians, medical providers, and other external specialists.
- Optimize healthcare partnerships, integrating external providers into daily workflows and ensuring quality and timely access to care.
- Maintain strong working relationships with the NSL and Canada Soccer, ensuring full compliance with any medical policies, reporting standards, and league protocols.

**Data & Innovation**

- Foster a culture of continuous improvement, learning, and professional development across the department.
- Lead interdisciplinary initiatives that integrate sports science, medical data, analytics, and performance insights into daily decision-making.
- Drive research and development efforts across medical and performance functions to maintain a competitive edge.
- Establish and evaluate key performance indicators (KPIs) related to player health, availability, injury trends, and performance outcomes.

**People, Facilities & Budget Management**

- Recruit, develop, mentor, and retain top-tier medical and performance professionals.
- Conduct regular staff evaluations and support career development aligned with individual goals and organizational needs.
- Lead the development and management of medical and high-performance facilities, equipment, and technology.
- Manage departmental budgets, procurement, inventory, insurance claims, and workers' compensation processes with discipline and transparency.

## Who You Are

- You have a minimum of 7 years of experience working in elite sport environments, preferably in professional soccer.
- You have demonstrated success leading multi-disciplinary medical and performance teams in high-pressure, high-performance settings.
- You have experience designing and executing long-term medical and performance strategies with measurable impact.

- You have a strong understanding of the unique demands of women's football, including women's health considerations.
- You have a desire to be both strategic and hands-on with players.
- You have the ability to communicate complex medical and performance information clearly and effectively to coaches, executives, players, and external stakeholders.
- You are collaborative, calm, and have a decisive leadership style with strong judgment in high-stakes situations.
- You have a high level of integrity, discretion, and commitment to player welfare.

## Who You'll Work With

**Reports to:** Sporting Director

**Key internal partners:** Athletic Therapists, Sports Science Coach

**Key external partners:** All contracted medical and performance partners and provisions

## The Honest Part

Toronto is one of the most culturally rich, sports-passionate cities in the world, and professional women's soccer is just getting started here. The Northern Super League is a young league in a country full of passionate soccer fans. That means there will be moments where ambition outpaces resources, and where part of the job is bringing people along on a vision they haven't fully seen yet. That's the nature of building something new in a market that has the appetite but is still forming the habit. For the right person, that's not a deterrent. The opportunity to build an on-field team that wins in this city, with this sport, at this moment is significant, and the leaders who help build it from the ground up will have done something that lasts.

## Compensation & How to Apply

**Compensation range:** $100k-$120k CAD commensurate with experience.

**How to apply**: Please submit a comprehensive CV to AFCToronto@Bloomsports.com with subject line **Director of M&P Application** by Monday, April 6th, 2026.

Candidates selected to move forward will hear from the Bloom team shortly after the application deadline. We're committed to running a process that respects your time and keeps you informed at every stage.

BLOOM
SPORTS
PARTNERS

*AFC Toronto is an equal opportunities employer and welcomes applications from all individuals regardless of age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.*

## About AFC Toronto and Bloom Sports Partners

AFC Toronto is a founding member of the Northern Super League (NSL), Canada's first and only professional women's soccer league. The club is based in Toronto and was established to provide a professional home for elite women's soccer in Canada's largest market. As a new organization, AFC Toronto is in the process of building its sporting infrastructure, its team, and its fanbase — and is looking for experienced leaders who want to be part of that process from the beginning.

Bloom Sports Partners is a people-first, transformational sports advisory and search firm overseeing this search on behalf of AFC Toronto. We partner with growth-minded leagues and owners to build sports legacies. We provide decades of expertise and an unbiased viewpoint to review organizational health, structure, processes, communication, and talent across sporting operations. **bloomsports.com**