



## Salary Benchmarking, English Premier League 2024-25



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# Introduction

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We are very pleased to be able to share the following salary benchmarking information with you. We hope that you find it useful either for benchmarking salaries of current employees or informing hiring decisions.

As well as identifying the relevant positions that exist, we have outlined the key responsibilities within each role, a rough salary guide and offered a comparison against other sporting organisations.

Building on our previous salary surveys, this benchmarking report has been based upon extensive research working on a variety of roles and through the candidate network we've established. As you will see, there is often a high degree of variance in salary ranges which is often accounted for by several key factors such as geography, commercial size of the club/organisation and the influx of talent from outside of the sports industry which has seen salary levels rise over the past few years. We have done our best to provide some sense as to the range of salary expectations; there will always be outliers, and the wide range gives a sense as to the reality of this.

Please do not hesitate to contact a member of our team if you would like further information regarding this report, or to discuss how we can support you moving forward, especially regarding details on specific roles and responsibilities.

We would like to wish you a very successful 2024-25.



David Clancy  
Chief Executive Officer  
The NXT Level Group



Richard Pullan  
Performance Specialist  
The NXT Level Group



## **Manager/ First Team Coach Benchmarking**

## • Premier League Manager

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### Areas of responsibility

- **Managerial Changes:** There has been significant turnover among high-profile clubs. Jurgen Klopp, long the figurehead of Liverpool, left after 8 and a half years and was replaced by Arne Slot. Similarly, Mauricio Pochettino left Chelsea and was succeeded by Enzo Maresca, while Brighton appointed Fabian Hurzeler, making him the youngest manager in Premier League history at 31 years old. Notably, David Moyes and Roberto De Zerbi also departed their clubs.
- **Managerial Stability:** A contrasting trend to the previous season is the relative stability in the number of sackings. Only three managers were dismissed in 2023-24, compared to 14 in the 2022-23 season, suggesting clubs are giving managers more time to implement their philosophies.
- **Young and Ambitious Managers:** There is a rise in young, dynamic managers, such as Hurzeler and Enzo Maresca, aiming to bring innovative tactics to the league. Many of these new appointments favour attacking and possession-based football, reflecting a tactical shift among teams looking for fresh approaches.
- **International:** 75% of Managers and, around 66.7% of players in the English Premier League are from countries outside the UK. Still at a lower % clubs are hiring globally to ensure access to the best expertise. This has brought challenges, such as managing language barriers and differing medical practices, especially when dealing with players' home-country doctors.

Level	Comments	Salary range
Premiership Football Club	Significant range due to different structures and size of departments	£1 - £20 million
Championship Football Club	Significant range across the league due to recent relegations and promotions.	£468k - £3 million
National Team	Bracket also used by IPL (despite 6-month contract)	£168k - £4.9million

## • Premier League Manager's salary

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Rank	Manager	Nationality	Club	Yearly wage
1.	Pep Guardiola	 Spain	Manchester City	£20 million
2.	Mikel Arteta	 Spain	Arsenal	£15 million*
3.	Unai Emery	 Spain	Aston Villa	£8 million
4.	Ruben Amorim	 Portugal	Manchester United	£6.75 million
5.	Arne Slot	 Netherlands	Liverpool	£6.2 million
6.	Sean Dyche	 England	Everton	£5 million
7.	Ange Postecoglou	 Australia	Tottenham	£5 million
8.	Thomas Frank	 Denmark	Brentford	£4.5 million
9.	Oliver Glasner	 Austria	Crystal Palace	£4.5 million
10.	Enzo Maresca	 Italy	Chelsea	£4.2 million
11.	Marco Silva	 Portugal	Fulham	£4 million
12.	Eddie Howe	 England	Newcastle	£4 million
13.	Julen Lopetegui	 Spain	West Ham	£3.4 million
14.	Kieran McKenna	 Northern Ireland	Ipswich	£3 million
15.	Nuno Espirito Santo	 Portugal	Nottingham Forest	£2 million
16.	Gary O'Neil	 England	Wolverhampton Wanderers	£1.5 million
17.	Andoni Iraola	 Spain	Bournemouth	£1 million
N/A	Fabian Hurzeler	 Germany	Brighton & Hove Albion	N/A
N/A	Steve Cooper	 Wales	Leicester City	N/A
N/A	Russell Martin	 Scotland	Southampton	N/A

Source: <https://www.footballfancastr.com/premier-league-managers-salaries-how-much-are-they-paid/> and <https://www.premierleague.com/managers>

## • Euro 2024 Manager's salaries

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1.	Gareth Southgate		England	£4.9m
2.	Julian Nagelsmann		Germany	£4m
3.	Roberto Martinez		Portugal	£3.4m
4.	Didier Deschamps		France	£3.2m
5.	Ronald Koeman		Netherlands	£2.5m
6.	Luciano Spalletti		Italy	£2.5m
7.	Vicenzo Montella		Turkey	£1.5m
8.	Murat Yakin		Switzerland	£1.4m
9.	Ralf Rangnick		Austria	£1.3m
10.	Domenico Tedesco		Belgium	£1.3m
11.	Zlatko Dalic		Croatia	£1.3m
12.	Dragan Stojkovic		Serbia	£1.2m
13.	Luis de la Fuente		Spain	£1m
14.	Serhiy Rebrov		Ukraine	£1m
15.	Kasper Hjulmand		Denmark	£970,000
16.	Sylvinho		Albania	£632,000
17.	Michal Probierz		Poland	£472,000
18.	Steve Clark		Scotland	£464,000
19.	Francesco Calzona		Slovakia	£455,000
20.	Marco Rossi		Hungary	£253,000
21.	Matjaz Kek		Slovenia	£253,000
22.	Ivan Hasek		Czech Republic	£210,000
23.	Edward Iordanescu		Romania	£202,000
24.	Willy Sagnol		Georgia	£168,000

Source: <https://financefootball.com/2024/04/05/best-paid-head-coaches-in-uefa-euro-2024/>

## **Sports Medicine & Performance Benchmarking**



## • Technical Director/Director of Football

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### Areas of responsibility

- Oversee football philosophy
- Liaison between board/ownership and coaching staff
- Responsible for the hiring and mentoring coaches
- Budget management related to player acquisitions, wages, and other technical aspects.
- Crisis management. Deal with any technical or performance issues
- Oversee the club's academy, ensuring it is aligned with the first team's objectives and philosophy.
- Recruitment and scouting lead
- Implement and oversee player development programs
- Develop and execute the club's transfer policy
- Use data and analytics to improve player performance, scout talent, and make informed decisions about recruitment and tactics.
- Innovation and strategy

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Significant range due to different structures and size of departments	£300k - £2.5million
Championship Football Club	Position only visible in top-flight Championship clubs with larger budgets	£150k - £400k
Centre of Excellence (Medical or Science)	Role valued more highly by dedicated centres	£500k - £900k
National Team	Bracket also used by IPL (despite 6-month contract)	£500k - £850k

## • Group Head of Performance

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### Areas of responsibility

- **Global Head:** Oversees the club's performance strategy globally and ensures all players and staff are aligned across all teams.
- **Collaborates with Medical Teams:** Works closely with sports scientists, physiotherapists, and medical staff to integrate injury prevention and recovery protocols through the Performance Director.
- **Focus on High-Performance Culture:** Cultivates a culture of excellence within the club, promoting continual improvement and high standards in all aspects of player preparation and recovery
- **Reporting Line:** Position usually reports to the Technical Director and/or Board.
- **Performance Leadership:** Leads initiatives to enhance player development, using data-driven and innovative approaches.
- **Long-Term Strategy:** Involved in long-term planning for improving performance across all levels of the club's operations, from the academy to the first team.
- **CPD:** Continued Professional Development (CPD) of Staff

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Position only visible in a few top-flight Premiership clubs with multiple teams to manage. Eg: City Football Group	£350k - £1.25million
Championship Football Club	Position only visible in the top tier league	£N/A
Centre of Excellence (Medical or Science)	Position only visible in the top tier league	£N/A
National Team	Position only visible in the top tier league	£N/A

## • Head of Performance

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### Areas of responsibility

- Management of the Sports Medicine & Sports Science Team
- Overall clinical responsibility for the health of players
- Overall responsibility for the athletic development of the players
- The appointment and supervision of the medical and science team
- Oversee injury prevention strategies
- Manage departmental budgets
- Liaise with football management and senior management staff
- Continued Professional Development (CPD) of Staff
- Position reports either to the Team Manager, Technical Director or Board.

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Significant range due to different structures and size of departments	£250k - £720k
Championship Football Club	Position only visible in top-flight Championship clubs with larger budgets	£125k - £350k
Centre of Excellence (Medical or Science)	Role valued more highly by dedicated centres	£350k - £650k
National Team	Bracket also used by IPL (despite 6-month contract)	£350k - £650k

## • Head of Medical Services

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### Areas of responsibility

- Management of the Sports Medicine & broader Sports Science Team
- Overall clinical responsibility for the health of players
- Overall responsibility for the athletic development of the players
- The appointment and supervision of the medical and science team
- Oversee injury prevention strategies
- Manage departmental budgets
- Liaise with football management and senior management staff
- Continued Professional Development (CPD) of Staff
- Position reports either to the Team Manager, Technical Director or Board

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Significant range due to different structures and size of departments	£220k - £710k
Championship Football Club	Position only visible in top flight Championship clubs with larger budgets	£125k - £300k
Centre of Excellence (Medical or Science)	Role valued more highly by dedicated centres	£500k - £750k
National Team	Bracket also used by IPL (despite 6-month contract)	£350k - £550k

Most clubs or teams that appoint a Head of Sports Medicine and Sports Science will not appoint for the separate positions of Head of Sports Medicine or Head of Sports Science, respectively.

## • Head of Sports Medicine (Doctor)

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### Areas of responsibility

- Overall clinical responsibility for the health of players
- Involvement in the appointment & supervision of the medical team
- Oversee injury prevention strategies
- Manage department budgets
- Liaise with football management and senior management staff
- Continued Professional Development of Staff (CPD)
- Position reports either to the Team Manager, Technical Director or Board

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Also UCL. Often covers in absence of Head of SM & SS	£220k - £550k
Championship Football Club	Also bracket for average US Sport Physician. GPs earn between £140k - £180k	£140k - £220k
Centre of Excellence (Medical or Science)	Valued more highly by dedicated Sports Medicine centres	£300k - £550k
National Team	Also covers 4 European salary bands	£250k - £550k

The employment of a doctor as Head of Sports Medicine is the most common scenario in global football. This is often based on the common view that doctors hold higher status than physiotherapists in medical hierarchies.

## • Head of Sports Medicine (Physiotherapist)

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### Areas of responsibility

- Overall clinical responsibility for the health of players
- Involvement in the appointment & supervision of the medical team
- Oversee injury prevention strategies
- Manage department budgets
- Liaise with football management and senior management staff
- Continued Professional Development of Staff (CPD)
- Position reports either to the Team Manager, Technical Director or Board.

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Includes other responsibilities	£150k - £290k
Championship Football Club	Roles and areas of responsibility may vary to include the club Academy.	£90k - £150k
Centre of Excellence (Medical or Science)	Position rarely allocated to a physiotherapist	N/A
National Team	Position rarely allocated to a physiotherapist	circa £180k

Many Premier League clubs have appointed a physiotherapist as their Head of Sports Medicine. This allows the club doctor to maintain match day responsibilities in the best interest of players' health.



## • Head of Sports Science and Strength & Conditioning

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### Areas of responsibility

- Responsible for the protocols and processes of all Sports Science and Fitness staff
- Develop injury prevention strategies in line with medical staff
- Manage training facilities and equipment
- Overall responsibility for the physical fitness of players
- Liaise with senior coaches regarding all aspects of Sports Science
- Control all aspects of player fitness, strength and overall conditioning
- Position usually reports Head of Medical Services.

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Expert recommendations suggest an allocation of up to £175k	£120k - £280k
Championship Football Club	Similar range to expert Strength & Rehab coaches	£60k - £120k
Centre of Excellence (Medical or Science)	Valued more highly in dedicated centres and reflected by lower employee turnover.	£175k - £250k
National Team	Position can often be taken up on a part time basis.	£150k - £250k

Often reporting to the Head of Sports Medicine & Sports Science, this position holds closer ties to management and coaching staff. As such, professionals in this role regularly move during managerial change.

## • Club Doctor / First Team Doctor

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### Areas of responsibility

- Overall responsibility for all medical treatments required by players
- Work alongside physiotherapists & provide medical expertise in the management of all injuries
- Be involved in the design & implementation of all injury rehabilitation programs
- Attend all match days to work alongside the head of department
- Responsibility for the safety & welfare of injured playing staff (long & short term)
- Co-ordinate the role of external health consultants utilised by the club or players
- Organise and attend to pre-signing medical protocols as required
- Position usually reports Head of Medical Services or the Team Manager.

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Recent regulations stipulate that Premier League clubs are obliged to appoint a full time Club Doctor.	£200k - £400k
Championship Football Club	Club Doctors in the Championship are often appointed on a part time basis and do not concentrate on Sports Medicine.	£80k - £180k
Centre of Excellence (Medical or Science)	Role more highly valued in dedicated centres and extends further than one member of staff	£200k - £450k
National Team	Position can often be taken up on a part time basis.	£200k - £350k

Club and First Team Doctors are now preferred to have Sports Medicine specialisation. Salaries are reflective of the skill set, qualifications and experience held.

## • First Team Physiotherapist

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### Areas of responsibility

- Assist with the design and implementation of injury rehabilitation programs
- Liaise with football management, head of department and other staff members to optimise player performance
- Position usually reports Head of Medical Services or the Team Manager
- Attend pre-signing medical protocols as required
- Assist with the design and implementation of injury rehabilitation programs
- Liaise with football management, head of department and other staff members to optimise player performance
- Position usually reports Head of Medical Services or the Team Manager

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Range attributable to lead physiotherapists and assistant physiotherapists	£90k - £300k
Championship Football Club	The role could also combine other disciplines such as nutrition or on-field conditioning	£60k - £140k
Centre of Excellence (Medical or Science)	Rated highly as part of a multidisciplinary approach to injury rehabilitation	£100k - £250k
National Team	Mainly hired as head of medical department (see Head of Sports Medicine)	£90k - £250k

Most clubs will have more than one physiotherapist, with one member of the physical therapies team taking up an unofficial role of 'Head of Physical Therapies'. As such, a variation in salary range can be expected.

## • First Team Sports Scientist

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### Areas of responsibility

- Collection of various indices & sports science data
- Overall responsibility for the analysis and presentation of all sports science data
- Physiological assessment of players
- Planning of strategies to pass on to the Fitness Coach and Strength & Rehabilitation Coach
- Supervision of post training and standalone recovery sessions
- Liaison with Fitness & Conditioning staff and the Head of Department

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	This role is gaining more importance developing position salaries will rise in the future	£90k - £210k
Championship Football Club	More of a junior role. Graduate or PhD	£30k - £70k
Centre of Excellence (Medical or Science)	Often more than on position. Significant field experience with a solid research base	£70k - £150k
National Team	Usually Part time, academic partnerships	£70k - £150k

Most clubs will have more than one sport scientist with responsibilities including data monitoring, management responsibility of sports science students (MSc or Undergraduate), physiological assessments, match analysis and opposition analysis.

## **Academy Sports Medicine & Sports Science Benchmarking**

## • Head of Sports Medicine (Academy)

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### Areas of responsibility

- Overall clinical responsibility for the health of Academy players
- Supervision of the Academy medical team
- Oversee injury prevention strategies in the Academy
- Manage department budgets
- Liaise with football management and senior management staff
- Liaise with Senior team staff on a regular basis
- Continued Professional Development of Staff (CPD)

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Relatively new role within the industry	£70k - £190k
Championship Football Club	Rare role within the Championship	N/A
Centre of Excellence (Medical or Science)	N/A	N/A
National Team	More often this role is taken up by a number of part time staff members across U17, U19 and U21 levels.	£70k - £180K

This role is often recruited from within and existing staff on relatively low wages assume greater responsibility but with little change in their base salary.



## • Head of Sports Science & Strength & Conditioning (Academy)

### Areas of responsibility

- Responsible for the protocols and processes of Academy Sports Science & Fitness staff
- Develop injury prevention strategies in line with medical staff
- Manage training facilities and equipment
- Responsibility for the physical fitness of Academy players
- Liaise with coaches regarding Sports Science
- Control all aspects of player fitness, strength and overall conditioning

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Salaries reflective of club philosophy and budgets	£50k - £140k
Championship Football Club	Not relevant position	N/A
Centre of Excellence (Medical or Science)	Not relevant position	N/A
National Team	Rare position	N/A

This position traditionally combines the roles of a Head Sport Scientist and a Lead Strength & Conditioning Coach.

## • Academy Physiotherapist

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### Areas of responsibility

- Assessment & treatment of Musculo-skeletal injuries
- Initial diagnosis of injury
- Assist with the design & implementation of player screenings
- Assist with the design and implementation of injury rehabilitation programs
- Liaise with football management, head of department and other staff members
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### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Will often take these positions in the hope of defining a career path to first-team football	£30k - £70k
Championship Football Club	Mainly combined with roles with the First Team	£20k - £35k
Centre of Excellence (Medical or Science)	Not relevant position	N/A
National Team	Mainly hired on a part time basis	£20k - £30k

Physiotherapists will often take these positions in the hope of defining a career path to first-team football, they often go above and beyond the call of duty to make a difference.

## • Academy Sports Scientist

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### Areas of responsibility

- Collection of various indices & sports science data
- Analysis and presentation of sports science data
- Physiological assessment of players with Senior & First Team staff
- Strategies to pass on to the Fitness Coach and Strength & Rehabilitation Coach
- Liaison with Fitness & Conditioning staff and the Head of Department.

### Example salary levels

Level	Comments	Salary range
Premiership Football Club	Often held by recent Sports Science graduates who have excelled in internship roles. Viewed as a 'stepping stone' to First Team roles.	£20k - £50k
Championship Football Club	Rare position within Championship clubs. Often held by recent Sports Science graduates whose services have been maintained	£20k - £35k
Centre of Excellence (Medical or Science)	Not relevant position	N/A
National Team	Mainly hired on a part time basis	£20k - £40k

Whilst not earning high salaries, these positions are often filled by the next breed of Sports Science 'talent'. Positions in this area are taken up on a full time basis, making sacrifices for a period of at least three years to move into First Team positions.

## The NXT Level Group

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### Company Overview

We help *build the team behind the team* – in relation to the sports medicine and performance departments.

Our passionate expertise in recruitment has driven success for top sports organisations worldwide, covering leagues such as the NFL, NBA, European Football, Premier League Football and the NHL.

Our consultancy goes beyond headhunting and talent identification.

We provide tailored learning and development programmes and strategic consultancy to empower and develop your team to flourish in any environment.

### Our Services:

- **Talent Recruitment.** We possess a unique blend in unearthing exceptional individuals to fulfil crucial leadership roles in performance and medical roles in professional sport.
- **Learning & Development.** We go beyond headhunting and talent identification. We provide tailored learning and development programmes that empower your team to flourish in any environment.
- **Strategic Consultancy.** Our expert consultants offer invaluable guidance and solutions to optimise your organisation's performance, drive innovation, and stay ahead of the competition.

## Contact Us

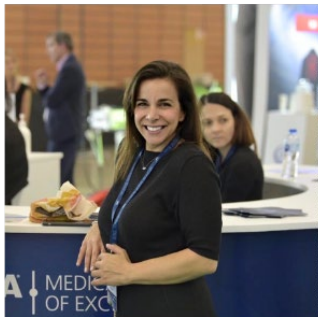
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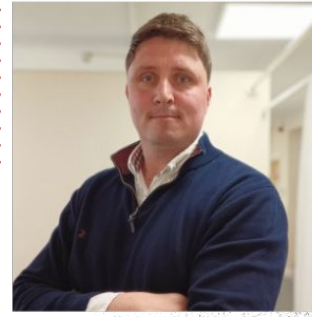
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