

Job Description

First Team Physiotherapist

Position: First Team Physiotherapist	Department: First Team Sports Medicine	Reporting to: Adam Ross
Salary: Depending on experience	Contract: Permanent	Hours per week: 37.5 (5/6 days out of 7)

Job purpose:

To provide a high-quality, evidence-based Physiotherapy service to First Team Players, supporting their health, physical performance and availability throughout the season. The role is responsible for the assessment, diagnosis, treatment, rehabilitation and ongoing management of player injuries and musculoskeletal conditions, working collaboratively with Sports Science, Medical and Coaching staff to optimise player performance and facilitate safe and effective return to play.

The role will contribute to the development and delivery of the Club's Sports Science and Medicine strategy, injury prevention programmes, clinical governance and performance standards. It will also support the development of junior staff and students, contribute to injury surveillance and audit, and assist the Head of Performance Medicine in maintaining an innovative, evidence-based and high-performance medical environment.

Role Competencies

Planning Timescales

- Support the Head of Performance Medicine and actively contribute to the day-to-day delivery and strategic planning of an elite Sports Science and Medicine service.
- Formulate, deliver and review rehabilitation and reconditioning programmes, utilising appropriate evidence-based and criteria-based strategies.
- Support the seasonal planning of expenditure and budgeting for the Sports Medicine department.
- Where required, support the Academy Sports Medicine department in the development of longer-term (>6 week) injury management plans.

Decision Making

- Deliver the assessment and diagnosis of injuries, together with the formulation of appropriate goal-orientated treatment, rehabilitation and management plans.
- Design, implement and review evidence-based and criteria-based rehabilitation procedures, protocols and techniques.
- Manage and organise onward referral of cases to consultants and specialists where required.
- Provide a thorough routine medical and neuromusculoskeletal screening process, including appropriate report generation, referral, and the formulation and delivery of subsequent treatment and management strategies.
- Manage and maintain any additional screening programmes, including cardiac screening, where required.

Impact & Influence

- Ensure the provision of an elite, evidence-based Physiotherapy service to First Team Players and Staff, while demonstrating consistently high professional standards.

- Actively contribute to the creation of a high-performance environment by ensuring all duties are completed with pride, consistency and to the highest possible standard.
- Review and contribute to the development and delivery of clinical governance strategies.
- Champion Club and departmental values and act as an ambassador for the Sports Science and Medicine Department.
- Work with the Head of Performance Medicine to review and develop the department philosophy and communicate this effectively to the wider department and key stakeholders.

Skill Level

- Provide high-level manual therapy, acupuncture and soft tissue-based treatments to First Team Players, as appropriate.
- Remain up to date with advances in Physiotherapy and Sports Science and Medicine through regular CPD activities, including contributing to departmental CPD and attending courses required by the relevant governing bodies.
- Provide elite-level rehabilitation across all required areas to support the safe and effective return of players from injury.
- Manage and audit the delivery of treatment by placement students, ensuring the highest possible standard of treatment is maintained.
- Work in conjunction with Sports Science staff to manage the Personal Development Plans of First Team Players and deliver an elite-level programme.

Communication

- Liaise closely with Players, Sports Science and Medicine colleagues and Coaching Staff.
- Attend and contribute to departmental, management, Club and other relevant meetings as required.
- Generate medical reports and provide any further information required to be communicated to the wider business, including senior football staff and/or the Senior Leadership Team.
- Communicate effectively and professionally with relevant internal and external stakeholders regarding player health, injury management and rehabilitation, while maintaining appropriate confidentiality.

Budget Management

- Actively contribute to working within the departmental budget structure.
- Support the Head of Performance Medicine with forecasting and budget management duties.
- Manage the department's Medical Consumables budget line and expenditure, with support from the Head of Performance Medicine where required.
- Ensure expenditure is appropriately monitored and represents value for money.

Lead & Develop

- Maintain and manage the injury surveillance and audit database and analyse relevant data as directed by the Head of Performance Medicine.
- Deliver regular audits of injury data and implement injury prevention strategies based on findings, in conjunction with Sports Science staff.
- Maintain and update the FA Whereabouts System in accordance with relevant FA, EFL and WADA requirements.
- Manage Sports Therapy Students, coordinating their day-to-day work, providing direction, supervision and mentorship.
- Support the development of students and junior staff through appropriate teaching, guidance and feedback.
- Manage cover for U23 matches, as required, from an emergency aid and Physiotherapy perspective.

Operating Parameters

- Provide manual therapy, acupuncture and soft tissue-based treatments to First Team Players, as appropriate.
- Provide pitch-side emergency aid and Physiotherapy cover during training sessions and matches as required.
- Maintain accurate and appropriate medical and Physiotherapy records in accordance with Club, FA, EFL, CSP and HCPC requirements.
- Maintain all relevant legal, regulatory and professional qualifications required by the Club and relevant governing and professional bodies.
- Maintain professional standards and ensure all clinical practice remains within the scope of professional competence.
- Assist with any other reasonable duties as directed by management.
- Assist the Head of Performance Medicine with the delivery of departmental goals, strategies and projects where required.

Essential & Desirable Job Criteria

Qualifications & Professional Registration

Essential

- BSc (Hons) Physiotherapy or equivalent/higher qualification.
- Current registration with the Health and Care Professions Council (HCPC).
- Full membership of the Chartered Society of Physiotherapy (CSP).
- Evidence of relevant and ongoing postgraduate CPD and professional development.
- Intermediate Trauma Medical Management in Football (ITMMiF) qualification, or equivalent/higher qualification.

Desirable

- MSc in Sports and Exercise Medicine, Strength and Conditioning or a related discipline, or currently working towards a relevant postgraduate qualification.
- Advanced Trauma Medical Management in Football (ATMMiF) qualification, or equivalent/higher qualification.
- Full UK driving licence.
- Working knowledge and experience of relevant sports performance and medical technology, including Train My Athlete, Catapult, Vald, and UltraLinQ.

Experience & Knowledge

Essential

- Previous experience working as a Physiotherapist within an elite or high-performance sporting environment.
- Experience of assessing, diagnosing, treating and rehabilitating acute and chronic musculoskeletal injuries within an elite sporting environment.
- Experience of developing and delivering evidence-based, criteria-led rehabilitation and return-to-play programmes.
- Experience of working effectively within a multidisciplinary Sports Science and Medicine team.
- Knowledge and understanding of relevant professional standards, clinical governance requirements and governing body policies, procedures and regulations.

- Experience of maintaining accurate clinical records and contributing to injury surveillance, audit and prevention strategies.

Desirable

- Experience of working within professional football or a comparable elite team-sport environment.
- Experience of pitch-side emergency care and match-day medical provision.
- Experience of supporting the development, supervision or mentoring of students, graduates or junior practitioners.
- Experience of using athlete monitoring, medical or performance data to inform clinical decision-making and player management.

Skills & Competencies

- Excellent clinical assessment, diagnostic reasoning and treatment skills, with a strong understanding of injury rehabilitation and reconditioning.
- Ability to apply a broad range of evidence-based clinical techniques and interventions, adapting treatment and rehabilitation programmes to individual player needs.
- Strong understanding of criteria-based rehabilitation and return-to-play decision-making.
- Excellent communication and interpersonal skills, with the ability to build effective professional relationships with Players, Coaches, Medical and Sports Science staff and wider Club stakeholders.
- Excellent organisational, logistical and time-management skills, with the ability to prioritise competing demands and meet challenging deadlines.
- Ability to work confidently within the scope of professional practice and recognise when further investigation, specialist opinion or onward referral is required.
- Strong analytical and problem-solving skills, with the ability to interpret relevant clinical, medical and performance information to support decision-making.
- Ability to maintain accurate, confidential and timely clinical documentation.

Personal Qualities

- Able to thrive in a high-pressure, fast-paced and performance-driven environment, demonstrating flexibility in response to the demands of the football schedule.
- Positive, proactive and solutions-focused approach, with a strong 'can-do' attitude.
- Adaptable and resilient, with the ability to respond effectively to changing and challenging circumstances.
- Demonstrates drive, enthusiasm and a commitment to maintaining high professional and clinical standards.
- Highly self-motivated, accountable and able to work independently using initiative.
- Collaborative team player who contributes positively to a high-performance multidisciplinary environment.
- Demonstrates strong personal integrity, honesty and trustworthiness.
- Able to maintain a high level of confidentiality and exercise appropriate professional judgement when dealing with sensitive player and medical information.
- Committed to continuous professional development, innovation and evidence-based practice.
- Leads by example and consistently demonstrates the Club's values and professional standards.

Safeguarding - We are committed to safeguarding and protecting children and young people (CYP) and at-risk Adults (ARA) Our expectation is that you will fully accept your responsibility for the safety and welfare of all CYP and ARA by being fully conversant with all our safeguarding policies and reporting anything that does not appear to be correct. The post may be subject to an enhanced DBS check and yearly self-declarations.

Equality & Diversity – must be able to demonstrate that equality, diversity and inclusion will be maintained and developed across all programmes and areas of the business.

Competency Total:

Level