

JOB TITLE:	Senior Physiotherapist
DEPARTMENT:	Performance Science & Medicine
REPORTS TO:	Head of Performance
LOCATION:	Elite Performance Centre/LNER Stadium
HOURS:	40 hours per week. However, you will be expected to work such additional hours as is deemed necessary to fulfil the requirements of the role. In particular, flexibility will be required to meet the operational needs of the Company which includes working on match days, bank holidays, evenings or weekends as required.
DATE:	3 May 2022

Job purpose

The Senior Physiotherapist will be a qualified Physiotherapist registered with the CSP and HCPC and will be responsible for leading the clubs Medical Department in the development, organisation, co-ordination and implementation of all medical related matters to First Team players and department staff. This post is expected to optimise the player availability and enhance the medical support of Lincoln City First Team players through the provision of footballs best scientific and medical practice. The Senior Physiotherapist is expected to have excellent leadership qualities to drive professional standards and ensure job fulfilment of the department staff. The Senior Physiotherapist should also establish and maintain an effective professional network that includes, but is not limited to, university links for incorporating student learning schemes and furthering research projects within the club.

Key Responsibilities

- To Lead on all Medical related matters at Lincoln City Football Club
- To be primarily responsible in the clinical diagnosis and treatment of all injuries to first team players
- To set and maintain high standards within the medical environment
- Ensure regular and effective communications are had within other medical departments of the club
- To lead a team of medical professionals in a positive, enthusiastic and helpful demeanour at all times

General responsibilities

- Carry out duties in accordance with all relevant company policies, including, but not limited to, the Health and Safety Policy, Code of Conduct Policy, Safeguarding Policy, Equality and Diversity Policy, Financial Regulation Policy and Social Media Policy;
- To safeguard and promote the welfare of all children, young people and adults at risk;
- To be vigilant and support all safety and security operations;
- Act always with utmost good faith to the Club, Foundation and the Company;
- Devote full attention and ability to fulfilment of the duties required by the role;

- Other duties as reasonably requested by a member of the senior management staff;
- To work closely with partnership organisations, to maintain good relationships and collaborative working practices;
- To work with colleagues throughout Lincoln City Football Club & Foundation to extend knowledge and skills in order to identify and develop best practice;
- Deal with enquiries and general day-to-day liaison with customers, colleagues and partners;
- Carry out general office duties including data recording, filing, photocopying, sending and receiving emails;
- Active participation on continuing professional development and the appraisal process;
- To undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job;
- To maintain the quality of service provision, regularly evaluating work and seeking to make improvements;
- Present a professional image when dealing with both internal and external contacts and partners, acting in a professional manner always;
- To cover as and when required at other departments within Lincoln City Football Club & Foundation;
- To recognise commercial opportunities across all products within Lincoln City Football Club & Foundation;
- Promote the brand identity and increase Lincoln City fanbase throughout;
- To support the Lincoln City Football Club green energy saving strategy and meet all requirements including but not exclusive to recycling, waste reduction, energy efficiency; and
- Any other duties commensurate with the grade and falling within the scope of the post, as requested by the Chief Executive.

The above-mentioned duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities, commensurate with the grading of the post, without changing the general character of the post.

Lincoln City Football Club & Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and employees to share this commitment.

Key relationships

- CEO
 - Director of Football
 - Head of Performance
 - Head Coach and Coaching Staff
 - Physiotherapists
 - Sports Therapists
 - Doctors
 - Sports Scientists
 - Strength & Conditioning Coaches
 - University Placement Students
 - Analysts
 - Paramedics
 - Dentists
 - Chiropractors
 - Surgeons/Specialists
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Scope of job

- To ensure the delivery, development and rehabilitation of all Medical and Musculoskeletal care relating to First Team players is operating to the highest level. It is expected that this delivery is through high professional standards utilising up to date research and evidence-based practice within the Medical Department;
- To assist in the development of evidence-based protocols and research for all areas of medical science throughout the club. There is an expectation to use all available resources including the latest research, collaborating with a successful network of external clinical specialists and university links;
- To contribute fully within the Performance Science and Medical programme and effectively communicate on the care and injury status of players to key stakeholders;
- To lead on the medical assessment of new signings ensuring a MDT approach is considered and provide guidance to the Head of Performance;
- To lead and maintain secure, accurate and up-to-date medical records on all first team players using the club's online performance management application, as well as ensuring the FA Anti-Doping Regulations are adhered to at all times;
- To manage the first team medical budget;
- To organise and lead on all medical testing and cardiac screening;
- To integrate within an intra-institutionalised research initiative from Lincoln City Football Club data collected in all matters of Medical Science to utilise in adapting practice with a possibility of professional publications;
- To observe, monitor and react to the ever-evolving world of Medical Science, keeping up to date with all current research developments and changes in professional regulations;
- To ensure the latest clinical, scientific and technical innovations to practice are incorporated into maintaining the highest level of support within the Medical Department provision;
- To be an effective manager of the Medical department with special reference to individual management of the department staff;
- To create successful and professional relationships with staff whilst maintaining professional distance from playing staff at all times;
- To assist in the implementation of the department injury prevention protocols through assessment, analysis, delivery and auditing of collected data;
- To maintain player information confidentiality within the scope of practice at all times;
- To act, at all times, in a manner appropriate to a representative of Lincoln City Football Club.

Person specification

Job Title: Senior Physiotherapist

PERSONAL SKILLS/ QUALITIES
<p>Essential</p> <ul style="list-style-type: none">• Excellent problem solving and decision-making skills• Ability to lead pitch and gym-based group and individual conditioning• Management skills to manage a multidisciplinary group of performance science and medical practitioners• Set and maintain high standards of work performance and deliver quality consistently and effectively• Establish and maintain relationships with external institutions• Exceptional organisational skills with the ability to manage competing demands and deadlines whilst functioning in a fast-moving environment• Hold a full current and clean up to date driving licence• Proactive and engaging style with a winning attitude and can-do approach• Flexible approach and attitude to working hours• Good listener• Have an altruistic demeanour cognisant of other's emotions
TECHNICAL/WORK-BASED SKILLS
<p><i>Skills specific to the job, eg. computer competency, typing skills, coaching skills etc</i></p>
<p>Essential</p> <ul style="list-style-type: none">• Excellent understanding of Human Anatomy and Biomechanics• Understanding and an interest of dose response loading and supercompensation with reference to Sporting Performance• Excellent understanding of physical screening and rehabilitation programming in professional sport• An understanding of training load monitoring and periodisation• Excellent understanding of human physiology and principles of athletic performance in professional sport• Excellent knowledge of injury prevention and recovery strategies
GENERAL SKILLS AND ATRIBUTES
<p><i>More general characteristics, eg. flexibility, communication skills, team working etc</i></p>
<p>Essential</p> <ul style="list-style-type: none">• Excellent writing and verbal communication skills that are clear, engaging and responsive to convey complex information to individuals• Excellent computer skills with competency in Mac, Windows and Cloud data management• Extensive experience of using performance management applications both in a medical and performance context• Excellent knowledge and understanding of medical and sport science terminology <p>Desirable</p> <ul style="list-style-type: none">• Competency in operating Sport Science specific software programmes such as GPS, Force Plates, Dartfish etc

EXPERIENCE

Proven record of experience in a particular field, profession or specialism

Essential

- Minimum of 5 years in full-time professional sport
- Minimum of 1 year as a Lead of Department
- Experience of working in a multidisciplinary team within a Sports Medicine environment

Desirable

- Multi-sport experience
- Playing experience to a high level in any sport

QUALIFICATIONS

The level of educational, professional and/or occupational training required

Essential

- BSc (Hons) Physiotherapy
- Further postgraduate study in a related field
- Valid HCPC and CSP registrations
- ATMMiF

Desirable

- PhD

This document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation. All employees may be required to undertake any other duties as may be reasonably required. Lincoln City Football Club & Foundation is an equal opportunities employer.