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| **Post Details:** | | **Last Updated: 5 August 2024** | | | |
| **Job Title:** | Lead Physiotherapist | | | | |
| **Job Family:** | Professional Services | | Level 3 | | |
| **Responsible to:** | Student Sport and Performance Manager | | | | |
| **Responsible for: (Staff)** | Sports Therapy Interns and Casual Sports Therapy staff | | | | |
| **Job Purpose Statement**  The Lead Physiotherapist will be responsible for delivering outstanding medical care and leading-edge thinking across our Team Surrey men’s and women’s rugby performance squads. The mens team compete in the British Universities & Colleges Sport (BUCS) league in Men's Premier North/South 2 and the women’s team play in the Womens South Eastern Tier 1. We are affiliated with Harlequins Rugby Football Club, who are a professional rugby union club that play at the top level of English Premiership Rugby. Harlequins use Surrey Sports Park as their training facility and we are proud to have Harlequins support our student rugby performance programme with on and off field performance support. The physiotherapist would work equally across both teams and provide both clinical and game support to players.  **(0.7 hours of the role)**  The post holder will also divide their time by providing treatment to TASS and Team Surrey athletes on our High Performance Dual Career Programme, as well as coordinating the Team Surrey weekly medical clinic and BUCS Wednesday and weekend medical provision. They will ensure that we provide a safe, objective and evidence-based approach to the athletes in our care.  **(0.3 hours of the role)**  The post holder will ensure all aspects of clinical management of players are monitored including prehab, rehab, fitness assessments and treatment. The post holder will also assess and provide diagnosis for all injured players to determine their need for physiotherapy intervention, as well as plan, implement, treat and progress player care to maximise rehabilitation potential.  The role will have overall responsibility for managing the medical team, including Sports Therapy interns and casual Sports Therapy staff. The role will also work in close collaboration with Harlequins Head of Rugby Operations - Women Programme, Harlequins Head of Academy and the Student Sport and Performance Manager, to ensure that the players’ physical and mental wellbeing is at the heart of performance discussions and decisions.  The successful candidate will manage medical related budgets and work closely with regulatory bodies to ensure minimum medical standards are met. | | | | | |
| **Problem Solving, Accountability and Dimensions of the role** | | | | | |
| The post holder must operate in a proactive manner, organising and prioritising their work within the guidelines set by their line manager and within the internally set protocols of the department. The post holder has the latitude to set their own agenda within these parameters and will organise and prioritise their own work to ensure that key deadlines and objectives are met, with supervisory approval. The post holder is expected to contribute to the shape and direction of Team Surrey support services and make recommendations to all relevant disciplines of staff to maximise player care and promote multi-disciplinary working.  The post holder is expected to provide advice and solutions to day-to-day problems within the specialist area in which they are familiar. Resolution for these issues will usually be found through referring to their previous experience of similar problems, or through making reference to departmental policies and procedures. When faced with more complex issues, the post holder is required to identify the nature of the problem or issue through analysis and to apply their judgement and initiative in order to find an appropriate resolution. When dealing with particularly unusual or complex problems, the post holder is expected to put forward recommendations on managing the situation/problem to their line manager, with only the most complex problems being referred to their line manager for resolution. The post holder is required to develop an understanding of the strategy and priorities of SSP in order to make judgements on the most appropriate ways to develop therapy services within it.  The post holder will be a confident face-to-face communicator, able to develop positive working relationships with a range of key stakeholders, including Harlequins staff, Surrey Sports Park colleagues and University of Surrey staff and  students.  The post holder is expected to provide regular feedback and reports on their progress against tasks and objectives, and take a pro-active approach, bringing new ideas and opportunities to the table regarding CPD training to ensure delivery of evidence-based, industry leading care. The post holder will be required to suggest improvements or developments to current working practices in consultation with their manager, in order to ensure the smooth running of the service they provide.  This post involves both direct line management and budgetary responsibility. | | | | | |
| This job purpose reflects the core activities of the post. As Surrey Sports Park and the post-holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. We expect that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary.  Should significant changes to the job purpose become necessary, the post-holder will be consulted and the changes reflected in a revised job purpose. | | | | | |
| **Person Specification** This section describes the sum total of knowledge, experience & competence required by the post holder that is necessary for standard acceptable performance in carrying out this role. | | | | | |
| **Qualifications and Professional Memberships** | | | | |  |
| **BSc or MSc degree in Physiotherapy, plus at least 2 years post-graduate experience with elite athletes.** | | | | | E |
| **Technical Competencies (Experience and Knowledge)** This section contains the level of competency required to carry out the role (please refer to the Competency Framework for clarification where needed and the Job Matching Guidance). | | | | **Essential/ Desirable** | **Level**  **1-3** |
| Recognised certification in sports trauma management from recognised body | | | | E | 3 |
| Member of the health and Care Professions Council (HCPC) | | | | E | 3 |
| Member of the Chartered Society of Physiotherapy (MCSP) | | | | E | 3 |
| Current First Aid certificate from a recognised organisation. | | | | E | 3 |
| Medical malpractice and public liability insurance. | | | | E | 3 |
| Experience in leadership and managing staff | | | | E | 2 |
| Experience of working in a multi-disciplinary high-performance team environment. | | | | E | 3 |
| Accuracy and attention to detail, including record keeping | | | | E | 3 |
| Ability to use initiative in dealing with issues, as well as a flexible approach to work. | | | | E | 3 |
| On-going maintenance of CPD as outlined by your regulatory body | | | | E | 3 |
| Experience of managing a physiotherapy or medical department | | | | D | N/A |
| Knowledge of the sport of rugby | | | | D | N/A |
| Full clean drivers licence | | | | D | N/A |
| **Special Requirements:** | | | | | **Essential/ Desirable** |
| Flexibility to work during antisocial hours including early mornings, late evenings and weekends | | | | | E |
| Based at Surrey Sports Park, but will include national travel if required for rugby away games | | | | | E |
| **Core Competencies** This section contains the level of competency required to carry out this role. (Please refer to the competency framework for clarification where needed). n/a (not applicable) should be placed, where the competency is not a requirement of the grade. | | | | | **Level**  **1-3** |
| Communication  Adaptability / Flexibility  Customer/Client service and support  Planning and Organising  Teamwork  Continuous Improvement  Problem Solving and Decision Making Skills  Leadership /Management  Creative and Analytical Thinking  Influencing, Persuasion and Negotiation Skills  Strategic Thinking | | | | | 3  2  2  3  3  2  2  3  3  2  2 |
| **Organisational/Departmental Information & Key Relationships** | | | | | |
| **All staff are expected to:**  Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Surrey Sports Park Equal Opportunities Policy.  Help maintain a safe working environment by:   * Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand. * Following local codes of safe working practices and the Surrey Sports Park Health and Safety Policy. * Excellent environmental performance is a strategic objective for the Surrey Sports Park. All staff are encouraged to work to achieve the aims of our Environmental Policy and promote awareness to colleagues and students.   Undertake such other duties within the scope of the post as may be requested by your Manager. | | | | | |
| **Key Responsibilities**  This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities and should be read in conjunction with the accompanying Job Purpose. | | | | | |
| 1. Ensure all aspects of medical care are monitored including prehab, rehab, fitness assessments and treatment. 2. Assess, analyze and provide a clinical diagnosis for injured players to determine their need for physiotherapy intervention. 3. Manage caseload of players effectively and efficiently, including producing weekly reports of player injury status. 4. Develop, implement and maintain appropriate clinical guidelines ensuring clinical effectiveness to optimize athlete performance. 5. Provide medical support for rugby’s weekly training sessions on and off the field. Provide pre-game and in game medical support services at all home rugby first team games. 6. Support and provide medical mentorship for the emerging students across the rugby programme. 7. Ensure that BUCS Wednesday and weekend fixtures are suitably staffed with appropriate levels of medical support. 8. Coordinate the weekly Team Surrey Clinic for high performance teams and athletes across the student programme. As well as TASS athletes who are external athletes on an NGB pathway. 9. Ensure minimum medical standards are met for compliance and regular evaluation. 10. Lead the recruitment of medical staff and an effective student intern programme, including supervising the clinical training of undergraduate and post-graduate physiotherapy students. 11. Demonstrate continuous professional development of clinical knowledge and skills to ensure delivery of evidence-based, industry leading care. 12. Communicate with the Head Coach, Assistant Coaches and Multi-Disciplinary teams across Team Surrey with regards to injury and fitness status.   **N.B. The above list is not exhaustive.** | | | | | |