



Job Description and Person Specification

Job Title	Lead Academy Physiotherapist
Reports to	Head of Academy Performance
Behaviours that Build Relationships with	Line Manage: Academy Physiotherapists, Sports Therapists, Rehabilitation Staff, Placement Students (where applicable). Internal Key Relationships: Academy Manager, Football Club Head of Medical, First Team Performance Department staff, PDP Staff, MDT Staff, Lead Phase Coaches, Academy Performance Staff, Players/Parents/Guardians. External Key Relationships: EFL, LFE, FA, PFA, Universities, NHS
Salary	Competitive based on qualifications, knowledge and experience
Job Description	
Location	Leyton Orient FC stadium, Chigwell training ground, Various training and match venues.
Working pattern and Work base	Full Time The nature of the role requires flexibility to meet the needs of the Academy programme. Regular evening and weekend work will be required, including attendance at training sessions, fixtures, tournaments, tours and Academy events.
Travel	Regular travel to fixtures, meetings and other events relating to performance of the duties.
Objective of the role	The Lead Physiotherapist will lead, coordinate and deliver the Academy's physiotherapy and rehabilitation services across all age groups from Under 9 to Under 18 in accordance with the Elite Player Performance Plan (EPPP), Football Association (FA), Premier League and Club requirements. The postholder will provide clinical leadership for the Academy medical department and be responsible for ensuring high-quality medical provision, injury prevention, injury management and rehabilitation services for all Academy players. The role will also act

	as the Lead Physiotherapist for the Under 18 squad, providing hands-on assessment, treatment and rehabilitation support. The Lead Physiotherapist will line manage all Academy physiotherapists, therapists and rehabilitation staff, ensuring consistent standards of care, professional development and operational effectiveness throughout the Academy programme.
Key Tasks leading to supporting players to achieve optimum level of conditioning	Clinical Leadership • Lead and manage the Academy physiotherapy service across all Academy age groups (U9-U18). • Ensure medical provision meets all EPPP, FA, Premier League and safeguarding requirements. • Develop and maintain clinical governance processes, policies and procedures. • Promote best practice in injury prevention, treatment and rehabilitation. • Lead departmental meetings and facilitate effective communication amongst performance and medical staff. • Oversee clinical standards and ensure evidence-based practice is embedded across the department. • Manage and maintain appropriate emergency medical procedures and protocols. Academy Medical Provision • Coordinate physiotherapy cover across all training sessions, fixtures and Academy events. • Ensure all age groups have appropriate access to physiotherapy assessment, treatment and rehabilitation services. • Monitor injury trends and implement strategies to reduce injury incidence and recurrence. • Establish and maintain effective referral pathways with external healthcare providers and specialists. • Ensure accurate and timely completion of all medical records and reporting requirements. • Support multidisciplinary decision-making relating to player health, development and availability.

	Under 18 Lead Physiotherapist Responsibilities • Act as primary physiotherapist for the Under 18 squad. • Conduct clinical assessments, injury diagnosis and treatment planning. • Design and deliver individual rehabilitation programmes. • Provide match-day and training medical support for the Under 18 team. • Monitor injured players through all stages of rehabilitation and return-to-play processes. • Liaise with coaches, players and parents regarding injury management and recovery plans. Leadership and Line Management • Line manage Academy physiotherapists, sports therapists, rehabilitation staff and students. • Conduct regular supervision, appraisal and performance review meetings. • Support recruitment, induction and retention of medical personnel. • Develop staff CPD programmes and learning opportunities. • Foster a positive, collaborative and high-performance departmental culture. • Allocate staffing resources effectively across age groups and programmes. Injury Prevention and Rehabilitation • Lead the development and implementation of injury prevention strategies across the Academy. • Work collaboratively with strength and conditioning staff to reduce injury risk. • Ensure rehabilitation programmes are progressive, evidence based and appropriately monitored. • Develop return-to-training and return-to-play criteria aligned with best practice. • Use data and performance metrics to evaluate rehabilitation outcomes. Multidisciplinary Working • Work closely with coaching, sports science, strength and conditioning, psychology and player care staff.
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	• Contribute to multidisciplinary reviews and individual player development plans. • Support decision-making processes regarding player welfare and availability. • Maintain effective communication with parents, guardians and relevant stakeholders. EPPP Compliance and Administration • Ensure Academy medical operations remain fully compliant with EPPP requirements. • Support Academy audits and inspections. • Maintain accurate injury surveillance and medical databases. • Produce regular reports for the Academy Head of Performance. • Contribute to the Academy Performance Plan and departmental objectives. • Ensure all medical records comply with GDPR and confidentiality requirements. Education and Development • Deliver medical and injury prevention education sessions to players, parents and staff. • Promote player wellbeing and long-term athletic development. • Support the development of Academy staff through mentoring and knowledge sharing. Safeguarding and Welfare • Promote and maintain the highest standards of safeguarding and player welfare. • Ensure all practice reflects the Club's safeguarding policies and procedures. • Report concerns in accordance with safeguarding regulations and Club policy. • Prioritise the welfare of children and young people in all aspects of the role.
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Person Specification (Essential and Potential)	
Qualifications current and potential	Essential Qualifications • BSc (Hons) Physiotherapy or equivalent recognised qualification. • Registration with the Health and Care Professions Council (HCPC). • Chartered Society of Physiotherapy (CSP) Membership. • FA Intermediate Trauma Medical Management in Football (ITMMiF) or willingness to obtain. • Enhanced DBS Check. • Valid FA Safeguarding Children Certification. Desirable Qualifications • MSc in Sports Physiotherapy or related discipline. • ATMMiF (Advanced Trauma Medical Management in Football). • Pitch-side Emergency First Aid qualification. • Additional qualifications in rehabilitation, strength and conditioning or performance medicine.
Range of Experiences	Essential Experience • Significant experience working in elite football or professional sport. • Experience managing musculoskeletal injuries in youth athletes. • Experience delivering physiotherapy services within an Academy environment. • Experience leading rehabilitation programmes from injury diagnosis through to return to play. • Experience of line managing and developing staff. • Experience working within a multidisciplinary performance environment. • Knowledge and practical application of EPPP standards.

Personal Qualities Behaviours of a Leyton Orient Academy member of staff	Knowledge and Skills • Comprehensive understanding of sports injury assessment, treatment and rehabilitation. • Strong understanding of long-term athlete development principles. • Knowledge of growth and maturation considerations in youth football. • Excellent leadership and people management skills. • Strong communication and relationship-building abilities. • Excellent organisational and administrative skills. • Competent in maintaining accurate medical records and data systems. • Ability to work independently and make informed clinical decisions. • Strong commitment to player welfare and safeguarding. Personal Attributes • Professional and highly ethical. • Resilient and adaptable. • Collaborative and supportive leader. • Proactive and solutions focused. • Attention to detail. • Strong commitment to continuous professional development. • Ability to work effectively under pressure and within demanding sporting environments.
Other Requirements	• Have a full clean driving licence • DBS clearance
Safeguarding	• To have due regard for safeguarding and promoting the welfare of children, coaches and young people and to follow the child protection procedures adopted by the FA and the club.
General Information	The employee must at all time carry out their duties with due regard to the Leyton Orient Football Club policies and procedures. The employee must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

Equal opportunities and B.A.M.E Coaches	Leyton Orient Football Club is committed to the principle of equal opportunity in employment and its employment policies for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, pregnancy or maternity.
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