

Job Description



Job Title	Lead 9-16's Academy Physiotherapist
Reporting to	Academy Manager/Head of Academy Performance
Location	Academy Building, Halfords Lane, West Bromwich, B71 4LG
Line Management Responsibility	None
Main Purpose	As the Lead 9-16's Academy Physiotherapist, you will play a pivotal role in driving the physical development, injury prevention, and rehabilitation of our young athletes. Aligned with the academy's objectives of measuring, enhancing, and educating players, coaches, and interdisciplinary staff, your role will be instrumental in shaping the future performance and well-being of academy players within the 9-16 age group
Working Hours	Full time which may include evenings, weekends and bank holidays as required and in line with business needs.

DUTIES & RESPONSIBILITIES

Your main responsibilities for this role include, but are not limited to the following:

Enhance

- **Clinical Excellence:** Adhere to HCPC standards of proficiency for physiotherapists, ensuring that all players under your care receive top-quality, clinically reasoned treatment, rehabilitation, and preventive care. Collaborate with the Academy Doctor and other professionals as necessary.
 - **Safeguarding & Policies:** Rigorously follow all club policies, with particular emphasis on safeguarding children and promoting Equality, Diversity, and Inclusion (ED&I).
 - **Medical & Trauma Management:** Implement and oversee the academy's trauma management strategies and site-specific Emergency Action Plans (EAPs). Ensure that age-appropriate medical cover is provided at all training sessions and matches, maintaining and regularly checking medical equipment.
 - **Performance Planning:** Integrate the Academy Performance Plan (APP) into daily practice, focusing on the Foundation Development Phase (FDP) and Youth Development Phase (YDP), while assisting with the Professional Development Phase (PDP) alongside the Head of Academy Performance and Head of Academy Physiotherapy.
 - **Leadership:** Lead and coordinate the physiotherapy services within the academy, developing and managing the 9-16s physiotherapy program in compliance with Premier League Youth Development Rules. Provide guidance and support to part-time and full-time physiotherapy staff.
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- **Interdisciplinary Collaboration:** Work closely with the Performance team and the Interdisciplinary Team (IDT) to provide timely updates on injury, rehabilitation, and prehabilitation status for players under your care.
 - **Parental Liaison:** Communicate effectively with parents to provide relevant medical information and updates regarding their child's care when necessary.

Measure

- **Assessment & Documentation:** Ensure that all players under your care receive thorough assessments from the point of injury through to their return to play. Maintain meticulous medical records in accordance with regulatory standards, ensuring completeness for injury audits and reflections across all age groups.
- **Data Management:** Input all relevant medical and sports science data into the Performance Management Application (PMA), keeping Players' Performance Clocks updated.
- **Player Reviews:** Actively participate in player and parent review meetings, offering insights from a performance team perspective.
- **Monitoring & Testing:** Conduct and refine testing, screening, and monitoring processes for academy players, ensuring alignment with current literature and individualizing programs as needed.
- **Communication:** Develop and implement effective communication strategies to keep key stakeholders informed of player progress, including the Head of Academy Performance, Head of Academy Physiotherapy, Academy Manager, and Coaching Staff.

Educate

- **Professional Development:** Maintain and update your medical qualifications and registrations, regularly meeting with the Head of Academy Performance and Head of Academy Physiotherapy to ensure compliance with governing body requirements.
- **Safeguarding & Wellbeing:** Foster a safe and supportive environment by adhering to club and Safeguarding Officer guidelines. Address any safeguarding issues in consultation with the appropriate academy staff.
- **Staff Development:** Conduct two formal and at least two informal appraisals of staff each season, identifying learning needs, CPD opportunities, and assessing general wellbeing.
- **CPD & Training:** Coordinate with senior academy staff to provide CPD training every three months, ensuring continuous professional growth.
- **Reflective Practice:** Regularly review and reflect on your clinical practice to drive personal and professional development. Seek guidance from senior medical staff for complex cases.
- **Educational Leadership:** Assist with the scholar education program (SEP) in collaboration with the Head of Education and Head of Academy Performance, and support the development of full-time staff, part time staff and university students on placement, assisting them with objective setting and learning outcomes.

Club responsibilities

- To contribute positively to the Clubs vision and culture
 - To promote and adhere to the Equality, Diversity and Inclusion Policy and to work consistently to embed ED&I into everything.
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- To ensure the working environment is free from harassment and discrimination and any other form of unacceptable behaviour.
- To fully participate in one-to-ones and departmental reviews and meetings.
- To fully participate in annual and mid-term appraisals.
- To understand the Club's Safeguarding policy, procedures and best practice guidelines and use these to ensure appropriate and safe working practices applicable to the role.
- To promote and assist with Safeguarding.
- To carry out CPD and keep up to date with any training and updates relevant to the role.
- To ensure the health & safety within the Club for self and others is adhered to at all times.
- To carry out all responsibilities with due regard to the Club values and all policies and procedures, in particular Health & Safety, Equality and Diversity and Safeguarding.
- To undertake all required training, including mandatory Club Equality and Diversity, Safeguarding and Health and Safety training.

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned to the employee from time to time; or the scope of the job may change as necessitated by business demands.

PERSON SPECIFICATION

Essential Criteria

- BSc in Physiotherapy
- Trauma Management Qualification (ATTMiF or equivalent)
- Knowledge of LTAD Frameworks
- Experience of working in category 1 or 2 Academy
- Highly organised and methodical approach to workload
- Confidential and diplomatic
- Excellent communication skills both written and verbally
- Full driving license
- Right to Work in the UK

Desirable Criteria

- Leadership and Management experience
- MSc in related sport
- Experience using PMA
- Knowledge of EPPP requirements

Equality and Diversity

West Bromwich Albion FC is an equal opportunities employer and is committed to provide equality and fairness for all employees and opposes all forms of unlawful and unfair discrimination and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment,

religion or belief, marital status or pregnancy and maternity.

West Bromwich Albion Football Club also welcomes applications from suitably qualified members of the armed forces family.

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Applications will only be accepted when received through our online vacancy platform iRecruit:

<https://irecruit.efl.com/vacancies>

Safer Recruitment

West Bromwich Albion is committed to safeguarding and promoting the welfare of

children, young people and adults at risk, therefore expects all staff and volunteers to share this commitment.

WBA's Safeguarding, Equality and Whistleblowing policies can be accessed here <https://www.wba.co.uk/club/about-us/club-policies>

It is unlawful for the Club to employ anyone who is involved with regulated activity who is barred from doing so and we will carry out rigorous pre-employment checks and screening.

An Enhanced DBS, References, Qualifications, Proof of Identity and Right Work in the UK checks will be required and carried out prior to commencement in this post.

Signed	Name	Date