

Job Description

Academy Physiotherapist, Sports Therapist, Rehabilitator

Department	Academy Sport Science and Medicine
Location:	The Cliff Hill Training Ground, Sidmouth Road, Clyst St. Mary, Exeter, EX5 1DP
Contract Type:	Part-time, permanent
Reports to:	Academy Head of Sport Science and Medicine / Lead Academy Physiotherapist (U9s – U16s) / Lead Academy Physiotherapist (U18s)
Core Team Relationships:	Academy Head of Sports Science & Medicine, Academy Operations & Performance Manager, Lead Phase and Age Group Coaching Staff, Lead Academy Strength & Conditioning Coach, Physiotherapists/Sports Therapists – Casual Workers, Club Doctor, Playing Staff, Parents, Host Families (where appropriate), EFL and FA Staff.

As an integral part of our dynamic team, you will play a crucial role in upholding our organization's commitment to sustainability. Regardless of your specific role in marketing, HR, procurement, or any other department, we expect all employees to actively embrace and adhere to our sustainability policies. Your dedication to environmentally conscious practices, resource efficiency, and ethical considerations will contribute to our collective efforts in fostering a responsible and sustainable workplace. We believe that each team member, regardless of their functional area, plays a vital role in promoting and implementing sustainable practices that align with our organizational values.

Exeter City Football Club seeks to ensure the safety, safeguarding and wellbeing of all children, young people and adults at risk who engage in its activities.

Main Purpose:



In line with our 5 goals, we endeavour to create a sustainable, high performance environment where we take care of each other, set clear objectives, ensure adequate resource and invest in developing our team.

The purpose of the role is to provide medical support to all Academy players under the direction of the Lead Academy Physiotherapists. This will primarily be with U9-U16 age groups but will include assistance with U18 age group when the opportunity is available.

The position will predominantly involve providing pitch side cover for evening and weekend activities (matches and training etc.). This may extend to daytime activities in school holidays and there may also be opportunities to cover evening clinics (if appropriate qualifications are held) as well as national and international tournaments.

Uphold and demonstrate the values, standards and behaviours expected by ECFC both inside & outside the Club.

The key responsibilities of this role are:

- To provide a first aid cover for training sessions and the Cliff Hill Training Ground and follow ECFC's Academy teams to away fixtures including national and international tournaments providing pitch side cover as required.
- To conduct or assist in injury assessment and evidence-based person-centred treatment and rehabilitation for players in conjunction with other medical staff members.
- To be responsible for the organisation and completion of all necessary documentation and handovers associated with the role as requested by coaching and admin staff as well as the Sport Science and Medicine staff.
- Produce regular reports regarding the progress of each player within the Academy, ensuring that comprehensive medical notes are completed within 24 hours of assessment or injury onset to Kitman Labs (notes database).
- To support the sport science and medicine programme.
- To support injury prevention and athletic development programmes as well as growth and maturation assessments.
- To maintain all legal and professional qualifications in relation to their position within the club. As well as undertake personal CPD as appropriate to meet the demands of the role. Attend (paid) CPD provided by the Club.
- Comply with all legislation, company policies and procedures and maintain the highest standards and confidentiality at all times.
- Ensure compliance with all up-to-date health and safety regulations and procedures maintaining safe working practices and conditions.
- Leading by example to deliver excellence across all areas of the company.
- Maintain honesty and integrity at all times when working with players at the Club.
- Upholding and promoting the Club's policies and procedures, including Health and Safety, Safeguarding and Equal Opportunities
- Be an integral part of the operations team.
- Promote and implement good practice and positive engagement with colleagues which a culture that builds a satisfied and motivated workforce that results in minimal attrition.

Measures of Performance:

- Ensure all relevant EFL/EPPP Rules are met at all times.
- Contribute to the accurate diagnosis and prognosis of injured players and provide evidence-based player treatment and rehabilitation programmes, documenting everything in a timely and accurate manner.
- Effective communications with the Medical Department Members, squad Managers', Coaches, Players and their families as required.
- Complete all necessary records of activity using the KML system within required timescales and to a high standard of relevant detail.
- Maintain all personal professional qualifications through continuous professional development.
- Ensure all player information is documented, be it injury diagnosis, rehab programmes, analysis or fitness sessions.
- Ensure all certification relating to safeguarding & other regulatory requirements are up to date.
- As a minimum, meet all Category 3 requirements at all times, but aim to achieve Category 2 requirements in every aspect of work as often as possible.
- Communicate with other Club staff and players in a professional and timely fashion.
- Inform parents/guardians of each injured Academy player's progress on a sessional basis.
- Inform coaching staff of each injured player's return to play status.
- Where necessary, attend tours and training camps as necessary.
- Place player safety and welfare as a top priority at all times.
- Ensure that all medical equipment is in good working order before use and notify the Lead Academy Physiotherapist / Head of Sport Science and Medicine of any issues.

Qualifications/Experience/Knowledge required: Please see person specification.

Person Specification



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Qualifications	Essential (E)	Desirable (D)
BSc (Hons) in Physiotherapy, Sports Therapy, Sports Rehabilitation, Sport Conditioning, Rehab and Massage (SCRAM) or relevant degree.	E	
Registration with the appropriate governing body (HCPC & CSP, SST, BASRaT, ect.)	E	
FA Intermediate Trauma and Medical Management in Football (ITMMiF) certificate - This can be completed after successful interview but work cannot be offered until successful completion of the course.	E	
FA DBS check – to be applied for through the Company on successful offer of work and must be completed and provided prior to work commencing.	E	
Current (in date) FA Safeguarding children certificate.	E	
Experience in MSK assessments and exercise prescription.	E	
Current (in date) FA Safeguarding children certificate.		D
Experience in Professional Youth Sport.		D
Sport Science / S&C qualifications and experience.		D
Certificate in Sports Massage Therapy.		D
Certificate in Taping and Strapping.		D
Experience using Kitman Labs or PMA to record and report injury data		D
An understanding of growth and maturation assessment and pathologies		D
Experience of pitch-side management of injuries		D
Full clean UK driving licence.		D
Skills/Competencies	Essential (E)	Desirable (D)
Have exceptional communication skills with players, parents/guardians and fellow staff members at all levels, with absolute discretion.	E	
Competent in working in a multi-disciplinary team.	E	
Approachable, honest and assertive in decision making whilst ensuring upmost professionalism during all Club activities.	E	
Ability to work as part of a team as well as autonomously within your scope of practice.	E	

Knowledge & Experience	Essential (E)	Desirable (D)
A track record of successful delivery.	E	
Understanding and recognition of the principles of equality and diversity.	E	
Previous experience working in sport, particularly with children.		D
A keen interest in football and gym/pitch-based rehabilitation.		D
Knowledge of Exeter City Football Club.		D
Personal Qualities	Essential (E)	Desirable (D)
Professional, confident and enthusiastic.	E	
Be motivated and have a dynamic approach to work.	E	
Be an ambassador for Exeter City Football Club, presenting a positive image at all times.	E	
Passionate about working at ECFC and committed to upholding the high standards and philosophy of Exeter City Football Club at all times.	E	
A resilient & adaptable individual.	E	
Show integrity and honesty.	E	
Commitment to the safety, safeguarding and wellbeing of all children, young people and adults at risk who engage in its activities.	E	
To demonstrate and promote good practice in line with the Company ethos and policy.	E	
Committed to working evenings and weekends and variable hours on a weekly basis.	E	
Applicants must be eligible to live and work in the UK.	E	

Company Goals



High Performance Football

We continue to work hard to be the best team in Exeter City's history and continue to invest in our first team playing budget. Striving to create the best possible environment for high performance football through our coaching, training facilities, pitches, nutrition, medical, recruitment and analysis. Our youth development & academy football remains at the heart of our model and we continue to build and refine what our Academy delivers and aim to achieve cat 2 status.

Focus on Growth

We build on the great work done by our media and comms team and opportunities to attract new audiences. We have ambitious plans to increase revenue as we focus on opportunities for growth in retail and merchandising and we continue to look after and value our local sponsors and partners whilst expanding our commercial horizons by putting more emphasis on what makes us as a club unique & special. We utilise our facilities more often to increase non match day revenues and improve 'yield' by providing better systems, facilities and raising capacity at SJP.

One Team

We build a trusting, collaborative environment where everyone feels valued and understands their contribution to the Clubs success through clear objectives and measures of performance. We continue to review our methods of communication listening as well as sharing more effectively. We are a Real Living Wage employer, have a transparent bonus programme for employees that's linked to performance and development opportunities for all. We are committed to continuing to review resources where appropriate and affordable ensuring investment in new talent to drive growth and invest in an apprenticeship and internship programme.

Financial Sustainability

We set & maintain high standards in everything we do and ensure financial sustainability in line with a growth mindset. We work to be more prepared in investment in our future and have more robust financial planning and financial controls across the Club. We reduce reliance on transfer fees and increase our ability to invest in major capex projects not being afraid to invest where necessary to protect the Club & limit unnecessary risks.

Outstanding Supporter & Community Engagement

We continue to invest in the facilities at SJP and do all we can to make ECFC the most inclusive club in the EFL in partnership with ECCT. We continue to invest in women's football and help to grow the game and its profile amongst our supporters. In partnership with the Trust, we strive to be the preeminent supporter owned club in the country and endeavour to achieve EFL 'green club' status

