Job Description

JOB TITLE:	First Team Physiotherapist / Sports Therapist
DIRECTORATE:	Football
LINE MANAGER:	Head of Medical
LOCATION:	Elite Performance Centre / ProAmpac Stadium
HOURS:	40 hours per week. However, you will be expected to work such additional hours as are deemed necessary to fulfil the requirements of the role. In particular, flexibility will be required to meet the operational needs of the Company, which include working on matchdays, bank holidays, evenings and weekends as required.
MATCHDAY WORKING:	HOME ☐ AWAY ☐ BOTH ☒

Job Purpose

To work within the club's Medical Department in the effective running and application of all medical-related matters for First Team players, and for department staff as instructed by the Head of Medical. The post is expected to optimise player availability and enhance the medical support of Lincoln City First Team players through the provision of football's best scientific and medical practice.

With a passionate focus on exercise prescription, the First Team Physiotherapist / Sports Therapist will provide excellent on-field and gym-based programming for the prevention and rehabilitation of injuries and injury-related matters. The post holder is also expected to collaborate with the Academy programme and contribute to the department's ongoing education programmes, such as developing in-house research studies, and to build and maintain an effective professional network outside the club.

Key Responsibilities

- To be responsible for, and assist with, all medical-related matters at Lincoln City Football Club.
- To be responsible for, and assist with, the clinical diagnosis and treatment of all injuries to First Team players.
- To set and maintain high standards within the medical environment.
- To ensure regular and effective communication with the other medical departments of the club.
- To integrate within a team of medical professionals with 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;
- Always act with the utmost good faith towards the Club, Foundation and Company;
- Devote full attention and ability to fulfilling the duties required by the role;
- Other duties as reasonably requested by a member of the senior management staff;
- To work closely with partner organisations, maintaining 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, and sending and receiving emails;
- Active participation in 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 at all times;
- To cover other departments within Lincoln City Football Club & Foundation as and when required;
- To recognise commercial opportunities across all products within Lincoln City Football Club & Foundation;
- Promote the brand identity and help grow Lincoln City's fanbase;
- To support the Lincoln City Football Club green energy-saving strategy and meet all requirements, including but not limited to recycling, waste reduction and 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.

Safeguarding

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.

This role involves working with children and/or adults at risk in Regulated Activity (or in close proximity to children and/or adults at risk). This means the post holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding vulnerable people.

Key Relationships

- Head of Medical
- Head of Sport Science
- Lead Rehab and Performance Therapist
- First Team Sports Scientist
- Head of Academy Sport Science and Medicine
- Doctors
- University placement students
- Analysts
- Surgeons / specialists

Scope of Job

- To assist in the delivery, development and rehabilitation of all medical and musculoskeletal care relating to First Team players. This delivery is expected to meet high professional standards, using up-to-date research and evidence-based practice within the Medical Department.
- To assist the Head of Medical with pitch-side first aid assessments.
- To lead pitch-side first aid assessments as instructed by the Head of Medical.
- To assist in the development of evidence-based protocols and research for all areas of medical science throughout the club, using all available resources, including the latest research and a strong network of external clinical specialists and university links.

- To contribute fully to the Performance Science and Medical programme and communicate effectively on the care and injury status of players, under the instruction of the Head of Medical.
- To be responsible for recording medical records for all First Team players using the club's online performance management application, and to ensure the FA Anti-Doping Regulations (Whereabouts/UKAD) are adhered to at all times.
- To lead and manage player availability reports as requested by the Head of Medical.
- To contribute to in-house research using data collected by Lincoln City Football Club across all areas of medical science, to inform and adapt practice, with the potential for professional publication.
- To assist with the medical assessment of new signings, ensuring a multidisciplinary (MDT) approach.
- To organise and assist with all medical testing and cardiac screening.
- To observe, monitor and respond to the ever-evolving field of medical science, keeping up to date with current research developments and changes in professional regulations.
- To ensure the latest clinical, scientific and technical innovations are incorporated into practice, maintaining the highest level of support within the Medical Department.
- To build successful and professional relationships with staff, while maintaining professional boundaries with playing staff at all times.
- To supervise university placement students assigned by the Head of Medical.
- To assist in implementing the department's injury prevention protocols through the assessment, analysis, delivery and auditing of collected data.
- To collaborate regularly with the Head of Academy Sport Science and Medicine to ensure alignment and transparency of medical information.
- To maintain the confidentiality of player information 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: First Team Physiotherapist / Sports Therapist

PERSONAL SKILLS / QUALITIES

Essential

- Excellent problem-solving and decision-making skills
- Ability to lead pitch- and gym-based group and individual conditioning
- Skills to manage a multidisciplinary group of performance science and medical practitioners
- Ability to set and maintain high standards of work and deliver quality consistently and effectively
- Ability to establish and maintain relationships with external institutions
- Exceptional organisational skills, with the ability to manage competing demands and deadlines in a fast-moving environment
- A full, clean and current driving licence
- Proactive and engaging style, with a winning attitude and can-do approach
- Flexible approach and attitude to working hours
- Good listener
- Empathetic and considerate of others' emotions

TECHNICAL / WORK-BASED SKILLS

Skills specific to the job, e.g. computer competency, typing skills, coaching skills

Essential

- Excellent understanding of human anatomy and biomechanics
- Excellent understanding of physical screening and rehabilitation programming in professional sport
- Understanding of training load monitoring and periodisation
- Excellent understanding of human physiology and the principles of athletic performance in professional sport
- Excellent knowledge of injury prevention and recovery strategies

GENERAL SKILLS AND ATTRIBUTES

More general characteristics, e.g. flexibility, communication skills, teamwork

Essential

- Excellent written and verbal communication skills, able to convey complex information clearly and engagingly
- Excellent computer skills, with competency in Mac, Windows and cloud data management
- Extensive experience of using performance management applications in both a medical and performance context
- Excellent knowledge and understanding of medical and sport science terminology

Desirable

- Competency in operating sport science software and technology, such as GPS, force plates and Dartfish

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

Essential

- Minimum of 2 years in full-time professional sport
- Experience of working in a multidisciplinary team within a sports medicine environment

Desirable

- Multi-sport experience

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

Essential

- Undergraduate degree in Physiotherapy, Sports Therapy or Sports Rehabilitation
- Physiotherapists: current HCPC registration and CSP membership
- Sports Therapists / Rehabilitators: current registration with the Society of Sports Therapists (SST), Sports Therapy Association (STA) or British Association of Sport Rehabilitators and Trainers (BASRaT)
- ATMMiF (Advanced Trauma Medical Management in Football)

Desirable

- Postgraduate study in a related field
- Additional job-related qualifications, e.g. dry needling, kinesiology taping

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 the changing needs of the organisation. All employees may be required to undertake any other duties as may reasonably be required. Lincoln City Football Club & Foundation is an equal opportunities employer.