



# Queens Park Rangers Football Club

## Job Description – Lead Performance Physiotherapist (Academy)

<b>Job Title</b>	Lead Performance Physiotherapist (Academy)
<b>Reports to</b>	Head of Integrated Performance
<b>Key Contacts</b>	Head of Performance Services; Head of Methodology; Academy Director; Academy Management Team Members; Lead Physiotherapist (1 <sup>st</sup> Team); Academy Doctors, Academy Coaching Staff; Academy Players & Parents.
<b>Location</b>	Based primarily at the Club Training Ground, TW5 9PQ, travel with Academy teams domestic and internationally will be required at times.
<b>Hours</b>	Full Time Hours as the role requires. Due to the nature of the job, you will be required to work a minimum of 1 evening per week and at weekends as dictated by the needs of the schedule.
<b>Job Purpose</b>	To prepare, manage and oversee the medical care for all Academy age groups, including pitch side cover, acute treatment, collaborative RTP processes, and input into the physical development of Academy players. This role requires line management and development to all full-time and casual Academy Physiotherapists/Sports Therapists. This role also requires strong collaboration with all Performance / Football staff to enhance the wider programme.
<b>Remuneration</b>	£40,000 - £45,000 per annum + discretionary bonus

<b>Key Duties</b>	
<b>A. Clinical Medical Services</b>	
A1	To ensure high standards of medical support across the Academy are met, in both active delivery of medical services to players, as well as overseeing all aspects of the medical department.
A2	To ensure that all processes and practice that is used within the Academy medical department will follow the principles and processes as a club stance, specifically referring to the club performance model.
A3	To implement and align all screening processes for Academy players, ensuring they are fully appropriate for the age and stage of the player / development phase. Ensure the screening processes are sequential and aligned from U8-U21 (in-line with 1 <sup>st</sup> team processes)
A4	To produce up to date physiotherapy notes within 24 hours of assessment / treatment, and log this onto the clubs computerised database. This is in line with HCPC/CSP guidelines. Medical notes / injury data must be logged and accurately inputted via SOAP notes for legal and auditing purposes.
A5	Provide injury audits for relevant age groups at the required timelines to provide evidence around current practice and injury availability. This to be completed in-line with club injury auditing processes from 1 <sup>st</sup> team. (monthly for U18 / U21). Mid Term / End of Season for all age groups. Attached to this includes weekly injury reports for Academy age groups.
A6	To lead on all processes linked to trialists screening, and pre-signing medicals. To ensure all medical information is gathered for both situations and full MSK summaries / reports are written within the club process and sent to relevant stakeholders.
A7	To liaise with external healthcare professionals, in collaboration with other medical staff to ensure appropriate imaging, reviews and consultations for expert opinion are conducted within the appropriate case and time. To ensure processes of escalation and adhered to by all therapists within the department. This may require attending an appointment with an Academy player ensuring all travel requirements are made.
A8	In collaboration with the Academy Doctor, ensure all routine cardiac screening is organised and implemented as per FA guidelines.



A9	In collaboration with the Lead Academy PPC, take a lead role in the growth and maturation processes within all Academy players, in implementation and programme adaptations based on maturation status and clinical symptoms.
A10	To provide essential input for all 'non injured' players programmes – input into gym / prep programmes, loadings, screening protocols and individual considerations – drive this process within the therapy team.
A11	To be the lead through all Academy age group therapists to maintain and keep high standards with all clinical working spaces.
<b>B. Return to Play Services</b>	
B1	In line with the overall club RTP philosophy / framework, actively plan and lead on key rehabs including collaboration with all departments to plan all aspects of the rehab (OFF & ON pitch progressions)
B2	Ensure all RTP are done with the club planner, and full decks are completed and presented to the MDT
B3	Quality assure and mentor all therapists around RTP plans and ensure a guidance around off / on pitch progressions with thorough objective progressions / clinical reasoning.
<b>C. Leadership and CPD Services</b>	
C1	To lead the medical department, as a line manager for all full/part time therapist, ensuring staff development plans / appraisals are carried out alongside the Head of Integrated Performance.
C2	To work alongside all Academy doctors to provide thorough leadership within management of individual players. Ensure doctor cover is arranged for all necessary events.
C3	To play a lead role in the recruitment of all full/part time therapists required at the club.
C4	To process and manage all timesheets / expenses within the medical department.
C5	To lead in the construction and delivery of all medical education delivered to staff, players and parents. This includes the Academy CPD programme, as well as educational topics important to deliver at the appropriate age and stage.
C6	To play a lead role in the global Performance CPD programme for full time staff, providing delivery and support for other therapists around key topics. Ensure the medical CPD programme is in place and delivered at timely intervals (EAP Stress Testing / Defib / Scenario Training).
C7	To play a lead role in the weekly performance MDT's and lead conversations / discussions around individual players plans.
C8	To undertake your own personal CPD and manage the departments external CPD to fall in line with HCPC / CSP requirements.
C9	To provide a knowledge and understanding of FA Anti-Doping Policy and implement this process to all players and staff
<b>D. Overall Environment Duties</b>	
D1	Attend all appropriate review/planning meetings (Team, MDT, Performance etc) in order to proactively contribute to the overall management of the environment, players, AOB and general day to day scheduling.
D2	Attend all MDT meetings around IPP's / ILP's and have direct impact to players individual development programmes
D3	To provide regular updates to the Head of Integrated Performance and other key stakeholders and members of the coaching team around individual responses
D4	To attend 1 <sup>st</sup> team MDT's when possible, and educate / implement the same MDT meeting amongst the age groups within the performance department
<b>E. Projects</b>	
E1	Work closely with members of the Performance & Football Departments to Identify and develop projects that drive impact to the individual players as well as the club and department. Performance Model IPP Project (Physical Profiling & Medical Considerations) LTAD Project RTP Criteria Project



E2	Provide support and lead the operations of the Academy physiotherapy department, with effective areas of; development, scheduling, timesheets etc.. Liaise with the Head of Integrated Performance (HOIP) and 1 <sup>st</sup> team staff re processes and full alignment of all services across the club.
<b>F. Safeguarding</b>	
F1	To have or develop an impeccable knowledge of safeguarding best practice to include a deep understanding of safeguarding children’s regulations, including legislation & governing body rules.
F2	To ensure that any safeguarding or welfare concerns are reporting efficiently.
F3	To comply with all company policies/procedures and adhere to all company regulations regarding policies, procedures, health, safety, and security.

**Role Accountabilities**

**Position KPIs (Process and outcome goals - linked to duties above)**

**A – Clinical Medical Services**

- Injury Auditing / Player Availability Evidence in Line with Club Process. (Monthly Availability reports for 18/dev in line with 1<sup>st</sup> team processes), and Mid / End of Season for all age groups reflecting on trends / reflections.
- Thorough screening carried out amongst the age group as routine annual as well as individualised monitoring (MSK / Cardiac).
- Clear evidence of recommendations and input into players IDP programmes (MDT IDP / ILP Programmes, Evidence of input into individual prep / gym programmes).
- To co-create and implement a robust growth and maturation process that measures, interprets and affects individuals based on global maturation status.

**B – Return to Performance Services**

- Evidence of clear best practice rehab processes and clear criteria led RTP plans for each medium-long term injured player. (Club Planner for all injuries. Full deck for RTP journey for 4 weeks+).
- Injury Recurrence Rates.
- Evidence of achieved IPP goals during the RTP process.

**C – Leadership & CPD**

- Evidence of leadership and support for all Academy therapists throughout the season, and well managed staff development plans. (Appraisal / Development Plans for each full-time staff member)
- Evidence of construction of a medical education programme for players, parents, and staff at all ages in the Academy. (Clear curriculum for parent / players / staff and evidence of delivery).
- Evidence of high contribution towards the Internal Medical Performance CPD Programme and wider club / Academy CPD programme. (Medical CPD curriculum & at least one delivery to the performance staff).

**D – Overall Environment Duties**

- Evidence of attending / leading meetings and contributing with ideas/actions around medical jurisdiction and medical input into MDT individual player development plans.

**E – Projects**

- Evidence of contribution towards all of the existing longer-term projects and clubs creation:



Performance Model, IPP Project (Physical Profiling & Medical Considerations), LTAD Project, RTP Criteria Project.



## Queens Park Rangers Football Club

### Person Specification – Lead Performance Physiotherapist (Academy)

Qualifications		Essential	Desirable
1.	Advanced DBS Check	✓	
2.	Current FA Safeguarding Certificate	✓	
3.	BSc (Hons) in Physiotherapy or equivalent	✓	
4.	Post graduate qualification within sport and exercise medicine or a related field of study		✓
5.	Current CSP/HPC membership	✓	
6.	FA Level 5 ATMMiF qualification	✓	
<b>Skills, Knowledge &amp; Experience</b>			
7.	Able to assess injury	✓	
8.	Experience of planning and delivering treatment & rehabilitation of sports injuries	✓	
9.	Interest in paediatrics	✓	
10.	Previous experience of working with elite level youth athletes and treating sporting injuries		✓
11.	Good understanding of growth & maturation and its implications on the development of athletes	✓	
12.	Experience of working in a professional football club environment		✓
13.	Experience of working in a team environment	✓	
14.	IT skills to include a very high level of competence using Excel, Word, and PowerPoint	✓	
15.	Excellent communication skills	✓	
16.	Excellent overall level of numeracy and literacy	✓	
<b>Attitude/Behaviours</b>			
17.	A professional 'can do' attitude with strong organisational and administrative skills	✓	
18.	A genuine team player	✓	
19.	Flexibility to work with children and young adults	✓	
20.	Empathy with young people and their challenges	✓	
<b>Personal Qualities</b>			
21.	A hardworking and enthusiastic individual	✓	
22.	Takes responsibility for ensuring a high quality of work	✓	
23.	Demonstrates enthusiasm and is personally committed to achieving agreed objectives	✓	
24.	Is receptive to feedback about own behaviour, strengths and areas for improvement	✓	
25.	Displays a high level of confidentiality	✓	
26.	Meticulous attention to detail	✓	
27.	Loyal and committed	✓	
28.	A willingness to learn	✓	