

Exceptional | Edge | Energising

At Lincoln City Football Club, we believe that people make the difference and accordingly, we don't just look for the usual job requirements. As well as being experts in their technical areas, all of our team members demonstrate and work towards a clear set of traits which differentiate us from the norm.

As a Senior Academy Physiotherapist you will be required to demonstrate behaviours reflecting the following traits, which we have termed the 3Es: Exceptional, Edge and Energising.

Exceptional

- **Forward thinking**
 - You will think ahead and prepare for future tasks and opportunities;
 - You will seek and provide new ideas and solutions to overcome challenges.

Edge

- **Streetwise**
 - You will work smart and demonstrates the know-how to win;
 - You will develop key relationships and networks effectively.

Energising

- **Finds a way**
 - You deliver results, within a team;
 - You develop and implement strategies to achieve positive outcomes.

JOB TITLE:	Senior Academy Physiotherapist
DIRECTORATE:	Academy
REPORTS TO:	Technical Director and Academy Manager
RESPONSIBLE FOR:	Academy Medical Provision
LOCATION:	Riseholme College, Showground Campus, Lincoln, LN1 2ZR
HOURS:	40
MATCHDAY WORKING:	HOME ☐ AWAY ☐ BOTH ☒
DATE:	Application Deadline: Sunday 11 October Start Date: 2 November 2026
DBS Check:	Yes ☒ No ☐

Job Purpose

Lincoln City Football Club is offering an exciting opportunity for an experienced physiotherapist to work within the Academy department. The primary function of the post is to manage the Academy Medical Department including staff, injury protocols, EAPs and medical equipment, and to provide pitch side first aid, injury assessment, treatment and rehabilitation for the whole Academy programme.

Key Responsibilities

- Carry out duties in accordance with all relevant company policies, including, but not exclusive to, the Health and Safety at Work Act, Code of Conduct, Diversity & Equality Policy, Equal Opportunities Policy, Financial Regulations Policy & Social Media Policy.
- Organise rotas to ensure that all training sessions and fixtures across the whole Academy programme from U9s to U18s are covered appropriately.
- Manage the medical cover for all Academy teams on a weekly basis and monitor and manage Academy players' injuries.
- Determine and implement injury prevention strategies across all age groups.
- Keep accurate, secure and up-to-date records of injuries and to oversee the injury report, injury audit and medical section of the Football Intelligence System (previously PMA).
- Effectively communicate with the coaching staff regarding players' injuries and fitness status.
- Work with the Sports Science staff on the planning and implementation of player screenings, loadings and interventions.
- Attend when required by senior management appropriate meetings regarding key issues within the Academy, including Academy Management Team and Academy Multi-Disciplinary meetings.
- Report to the First Team Physiotherapist & Club Doctor when required.
- Ensure the provision of the match day games programme within the Phase meets the requirements of best practice, safeguarding and that effective medical procedures are in place.
- Continuously look to identify opportunities to improve operations and practises throughout the Phase over the short and long term.
- Any other duties as required by the football club within the reasonable demands of the role.
- Act always with utmost good faith to the Club and the Company.
- Devote full attention and ability to fulfilment of the duties required by the role.
- Other duties as reasonably requested by a member of the senior management staff.

- To work closely with partnership organisations, to maintain good relationships and collaborative working practices.
- To work with colleagues throughout Lincoln City FC 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, electronic files, sending and receiving emails.
- Active participation on 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 always.
- To cover as and when required at other departments within Lincoln City FC.
- 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.
- To recognise commercial opportunities across all products within Lincoln City FC.
- Promote the brand identity and increase Lincoln City fan base throughout.
- To support the Lincoln City FC 'green' energy saving strategy and meet all requirements including but not exclusive to recycling, waste reduction, energy efficiency.
- Any other duties commensurate with the grade and falling within the scope of the post, as requested by the Academy Manager or Technical Director of the Academy.

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;
- Act always with utmost good faith to the Club, Foundation and the Company;
- Devote full attention and ability to fulfilment of the duties required by the role;
- Other duties as reasonably requested by a member of the senior management staff;
- To work closely with partnership organisations, to maintain 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, sending and receiving emails;
- Active participation on 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 always;
- To cover as and when required at other departments within Lincoln City Football Club & Foundation;
- To recognise commercial opportunities across all products within Lincoln City Football Club & Foundation;
- Promote the brand identity and increase Lincoln City fanbase throughout;
- To support the Lincoln City Football Club green energy saving strategy and meet all requirements including but not exclusive to recycling, waste reduction, 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.

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.

Safeguarding

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 that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding vulnerable people.

Key Relationships

- Technical Director of the Academy
- Academy Manager/Head of Coaching
- Head of Medical (First Team)
- Lead Phase Coaches
- Club Doctor

Scope of Job

- To deliver outstanding medical provision to all Academy players
- To build robust processes across the medical department in the prevention and treatment of injuries

Person Specification

Job Title: Senior Academy Physiotherapist

KNOWLEDGE

The level and breadth of knowledge to do the job, eg. understanding of a defined system, method or procedure, legal or regulatory frameworks etc

Essential

- Knowledge of rules and regulations that cover safe medical practice with an elite football environment
- Up-to-date medical processes and procedures
- EPPP audit requirements

Desirable

- Understanding of Sports Science and how that contributes to the medical process

TECHNICAL/WORK-BASED SKILLS

Skills specific to the job, eg. computer competency, typing skills, coaching skills etc

Essential

- FA Level 4 Intermediate Trauma Medical Management in Football (ITMMiF)
- Chartered Status
- HCPC Registered

Desirable

- FA Level 5 Advanced Trauma Medical Management in Football (ATMMiF)

GENERAL SKILLS AND ATRIBUTES

More general characteristics, eg. flexibility, communication skills, team working etc

Essential

- Has exceptionally high standards and expectations in performance for self and others
- Can prioritise and work logically under pressure and can effectively meet deadlines
- Analytical with strong administrative, written and reporting skills
- Communicates confidently on a variety of levels, good interpersonal and listening skills, with the ability to influence and inspire behaviour

Desirable

- Ability and willingness to work outside normal hours, including evenings and weekends.

EXPERIENCE

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

Essential

- Previous experience of working in a sporting environment
- Previous experience of rehabilitating players back to full-fitness by following a clear return to play protocol
- Being a process driven individual to achieve high standards

Desirable

- Strength and conditioning background or qualifications
- Experience in an elite football environment i.e. Academy or First Team