**JOB DESCRIPTION**

**JOB TITLE:** Head of Physiotherapy Academy

**DEPARTMENT:** Medical Academy MCFC

**REPORTS TO:** Head of Performance MCFC

**LOCATION:** CFA Academy

**DATE:** December 2017

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**Job purpose**

To lead and manage the Physiotherapy service at the Academy 6-23s under the governance of EPPP.

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**Key responsibilities**

* Oversee & manage the 6 full time physiotherapists at MCFC Academy
* Develop a MDT approach to scholar injury management & performance development
* Clear lines of injury procedures & carry out audits where appropriate
* Act as a ‘critical friend/mentor’ to the Academy Doctor
* Working closely with the lead physiotherapist in Emerging Talent on relevant pathways of player development & injury management in the EDS/ET group
* Excellent communication pathways for all key stakeholders
* Develop and oversee an academy medical performance strategy that will integrate into the vision and structure of the club
* Ensure continued development of the Academy physiotherapy staff.
* Ensure the practical implementation of best physiotherapy practice at all levels within the academy. This will include ongoing monitoring and evaluation to assess impact of player development and performance. Especially around the standardized MOC & RTP criteria
* Encourage an interdisciplinary approach of working within the department that includes close links to all areas of the club.
* To maintain all legal and professional qualifications in relation to own profession and maintain the equivalent standards for all the SS/SC coaches within the department.
* To create relationships with players, their parents and coaches to support the physical development needs of the players.
* To oversee and supervise appropriate Continuous Professional Development training for all medical Academy staff.
* To oversee and facilitate physiotherapy research projects within the football club to underpin practice.
* Oversee the development and effective management of medical facilities and equipment.
* To maintain detailed records for the department of all medical actions in accordance with relevant legislation, policies and procedures.
* To create and implement systems and methodologies to evaluate the success of the department.
* Deliver best practice physiotherapy throughout the academy. This would include the production of rehab plans and the delivery of training sessions designed to enhance the physical and physiological capacities of the academy players whilst injured.
* Co-ordinate and supervise the physiotherapy delivery of other physiotherapy staff working within the academy in the delivery of rehabilitation sessions.
* Co-ordinate the medical cover of all MCFC ‘loaned’ players & any medical management required
* To work in line with the strategy of EPPP as agreed by the Club

**General responsibilities**

* Compliance with Club policies
* Compliance with the Club’s health and safety procedures
* To undertake such other duties as may be reasonably expected
* To maintain professional conduct at all times

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**Key relationships**

* Global Lead on Human Performance
* Head of Performance MCFC Academy
* Director of Academy
* Academy Physiotherapy staff
* Physiotherapist Emerging Talent
* Academy Coaching Staff
* Academy Players
* Medical/ Sports Science Staff Academy & first team
* The ‘loan’ team
* Performance Analysis Team
* The Human Science Team
* Welfare Team

**Organisation chart**

**Person Specification**

**Job Title: Head of Physiotherapy Department/Location: Medical Academy CFA**

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| **Knowledge** |
| Essential  An extensive knowledge of injury management pathways in elite sports medicine.  An extensive knowledge of medical screening/injury profiling in the elite sporting population.  Desirable  A previous knowledge of the EPPP guidelines for medical governance. |
| **Technical/work-based skills** |
| Essential  Show an ability to communicate in the correct manner to all key stakeholders.  Understand child development & how this will evolve with time. |
| **General skills and attributes** |
| Essential  Challenge staff performance, standards, values & behaviours according to the Academy Code of Conduct.  Be able to work to tight deadlines & be flexible in the expected working pattern.  Have the ability to work in a fast moving environment.  Develop networks, create and maintain effective working relationships.  Have facilitation skills, including the ability to manage and resolve tensions, disputes and conflicts.  Establish relationships and influence key stakeholder groups.  Managing change and embedding new ways of working.  Delegation and holding others to account.  A great ability to reflect on current working practice & change when indicated.  Be able to demonstrate passion & enthusiasm for your work but maintain a high degree of humility in its delivery & when dealing with others.  Show an ability to want to improve at all times.  Desirable  Ability to use “insights” for performance development in yourself & others.  Demonstrate a growth mindset at all appropriate times. |
| **Experience** |
| Essential  Significant experience working in a UK professional football club or other elite sporting environment.  Significant experience in the provision of sports rehabilitation within high performance sport.  Experience in leading and managing a physiotherapy department either within football or within another high performance sport.  Extensive experience in coach and athlete education in high performance sport.  Experience of using data management systems to ensure the secure and efficient storage of monitoring and evaluation data.  Desirable  Been a Head Physiotherapist in an elite sporting setting. |
| **Qualifications** |
| Essential  BSc(Hons) Physiotherapy  HPC registered  Member of the CSP  Validated AREA qualification  Evidence of an extensive and structured CPD portfolio – including post graduate qualifications showing a range of clinical skills, e.g. Manipulative Therapy, Movement Dysfunction Assessment, Injury Surveillance, Relevant Medical & Injury Screening/Profiling, Real Time Ultrasound, Soft Tissue Mobilisation/Manipulation, Acute Injury Management, Acupuncture & Rehabilitation skills preformed at the elite sporting level  Desirable  MSc in relevant area  CDP portfolio may include courses on Child Development & Human Science |