



## **JOB DESCRIPTION**

Job Title:	Senior Physiotherapist
Salary Scale:	£25,000 - £30,000 dependant on experience
Hours of Work:	Such hours as necessary to carry out your duties. This may include working outside normal office hours at evenings and weekends and on Public Holidays
Employer:	Altius Healthcare Ltd
Location:	GB Taekwondo National Centre and Altius Healthcare Private Clinics
Accountable to:	Altius Healthcare – Doug Jones, Director and Head physiotherapist

### **ROLE SUMMARY**

The post holder will contribute to the achievement of the aims and objectives of Altius Healthcare through:

- Managing the delivery and development of physiotherapy services for GB Taekwondo World Class Performance Programme athletes in conjunction with other GB Taekwondo Coach, Science and medicine support staff.
- The delivery of physiotherapy and soft tissue therapy service from the GB taekwondo National Centre and training venues and camps around the World.
- Working as part of a multi-disciplinary team delivering services to athletes and coaches.
- To lead the delivery and development of physiotherapy for GB Taekwondo in conjunction with other Medical team members at GB Taekwondo.
- Working with patients at Altius Healthcare's Private clinics providing musculoskeletal services for patients who have a range of musculoskeletal conditions, sometimes over a period of weeks.

This role does involve training, supervising, working with and/or being in sole charge of children and young people. The successful applicant will therefore be required to apply for a disclosure from the Disclosure and Barring Service (formerly the CRB). A disclosure is an impartial and confidential document that details an individual's criminal record and where appropriate gives details of those who are banned from working with children. Having a criminal record will not necessarily be a bar to obtaining a position.

## **KEY WORKING RELATIONSHIPS**

Director of Altius Healthcare, Head of Performance at GB Taekwondo, Medical Team, coaches and physios at GB Taekwondo. Altius Healthcare administration team, physios and other therapists on site, patients and the public, consultants, external hospital sites and staff.

## **MAIN PHYSIOTHERAPY TASKS AND ACTIVITIES**

As a member of the Altius Healthcare team providing services at GB Taekwondo, the post holder will:

- Deliver individual and group physiotherapy sessions in a variety of training environments.
- Ensure that the delivery of the physiotherapy service effectively meets its commitments to athletes, coaches and Multi-functional support team.
- Within the rules of professional confidentiality liaise with athletes, parents, coaches and other support staff as appropriate.
- Work within the rules of the UK Professional Code of Conduct, standards and guidelines of Altius Healthcare and GB Taekwondo.
- Where appropriate, inform and educate athletes and coaches in rehabilitation programmes, either preventative, performance enhancement or directly related to recovery from injury.
- Maintain a comprehensive, indexed database of work conducted with athletes and coaches.
- Attend, contribute to and provide regular reports at appropriate meetings associated with the programme particularly the MDT (Multi-Disciplinary Team) meetings.
- Undertake any appropriate IT training programme with emphasis towards the use of Electronic medical records system.
- Participate in ad hoc projects and or applied research across the organisation as appropriate.
- Identifying areas likely to result in maximum performance gains for each individual and monitor and facilitate the implementation of such, contributing and assessing ideas and initiatives to drive forwards performance-oriented innovation.
- Monitor and manage injuries within the Taekwondo squads, identify pro-active interventions to maximise the number of available training days for the coaching team.
- Working alongside coaches to accommodate the requirements of athlete recovery and prevention of injury.

At the Altius Healthcare private physiotherapy clinics you will:

- Manage your diary of patients on the TM3 system including, rebooking and completing appointments.
- Diagnose, assess and treat patients' physical problem/condition as appropriate.
- Develop and review treatment programmes that encourage exercise and movement by the use of a range of techniques and educate patients and parent/carers.
- Write patient case notes and reports when required in line with CSP guidelines.
- Write discharge letters and update reports for insurance companies, patients and their GPs/Consultants.
- When required take payments for self-funding patients.
- Liaise with Altius Healthcare Administration team in relation to stock ordering.
- Liaise with Altius Healthcare Practice Manager regarding cash payments.
- Liaise with other healthcare professionals, such as GPs, consultants, podiatrists, occupational therapists and social workers, to exchange information about the background and progress of patients, as well as to refer patients who require other medical attention.

- Liaise carers and relatives.
- Maintain up to date continuing professional development (CPD).
- Attend business development events promoting Altius Healthcare clinics.
- Supervise student and junior physiotherapists and physiotherapy support workers.
- Be legally responsible and accountable.
- Follow Altius Healthcare policies and procedures.
- Be caring, compassionate and professional at all times.
- Manage clinical risk.

The post holder shares with all colleagues the responsibility:

- for making suggestions to improve the working situation and contribute to positive employee relations within their area of work and Altius Healthcare as a whole;
- to cooperate with measures introduced to ensure there is equality of opportunity in employment and sports equity; and in addition, for post holders with a management responsibility to encourage their staff to ensure that they comply with all aspects of the equal opportunities in employment and sports equity policies and practices.
- for ensuring that the working environment is free of sexual and racial harassment and intimidation and any other form of harassment constituting unacceptable behaviour which is personally offensive.
- to comply with all aspects of the GB Taekwondo and Altius Healthcare Health and Safety Policies and Arrangements and, in addition, for post holders with a management responsibility to encourage their staff to ensure that they also comply with all aspects of these arrangements.
- to comply with all aspects of any codes of conduct that might apply by virtue of Altius Healthcare having a presence in facilities operated by third parties.
- to adhere to any professional codes of conduct appropriate to your profession or other codes of conduct that might be deemed applicable to sports science and sports medicine practitioners in general.

**This job description is not to 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.**

## **PERSON SPECIFICATION**

The person specification describes the knowledge, skills, aptitudes, experience and qualifications that Altius Healthcare deems as necessary for successful performance in the job role.

### **1. QUALIFICATIONS**

#### **Essential**

- A qualification at degree level (or equivalent) in Physiotherapy.
- Membership of the Chartered Society of Physiotherapy (MCSP) and registered with the Health and Care Professions Council (HCPC).

#### **Desirable**

- A qualification at higher degree level (or equivalent) specialising in Sports physiotherapy/Sport and exercise medicine/Sports rehabilitation.
- Member of the Acupuncture Association of Chartered Physiotherapists.

### **2. EXPERIENCE**

#### **Essential**

- Considerable experience in the provision of physiotherapy services to athletes and coaches which should include work with high performance teams or squads.
- A verifiable record of working within a multi-disciplinary team in the delivery of physiotherapy services to high performance sport
- Experience of developing and implementing innovative ideas and putting them into practice, including working in an applied and integrated manner.

#### **Desirable**

- Experience of dealing with national performance programmes within national governing bodies of sport and professional sport teams.
- Have travelled with teams to international competition or training camp at senior or junior level.
- Experience of strategic planning, implementation and monitoring of physiotherapy service to high performance athletes.
- Able to demonstrate experience of practising physiotherapy within a private practice setting.

### **3. KNOWLEDGE**

#### **Essential**

- An understanding of the needs of elite athletes and coaches in a high-performance environment.
- Knowledge of physiotherapy and rehabilitation techniques related to recent advances in musculoskeletal medicine in the sporting environment.
- An understanding of the various sports science and medicine disciplines.
- Able to manage and maintain own CPD portfolio.

#### **Desirable**

- Managing own case load of patients in private practice.

#### **4. SKILLS AND ABILITIES**

##### **Essential**

- Demonstrated ability to assess, clinically reason, treat and rehabilitate a range of musculoskeletal conditions in both sport and private practice.
- To have an understanding of injury management and rehabilitation in sport.
- Ability to develop, implement and evaluate physiotherapy needs for individual athletes within sport and patients in private practice.
- Ability to implement innovative ideas and influence athlete and coach support programmes in line with injury prevention.
- Ability to modify programmes according to the results of assessment data, in conjunction with coaches and other support staff.
- Ability to work under pressure.
- Ability to prioritise own workload.
- Ability to balance conflicting demands and tight deadlines.
- Excellent problem solving and decision-making skills.
- Ability to communicate fluently, in English.
- Ability to communicate complex data in terms that are easily understood by a wide range of audiences.
- Presentation and communication skills that can motivate behavioural change to have a positive impact on performance.
- Ability to work effectively with colleagues both within both within Altius Healthcare and from other organisations.

##### **Desirable**

- Skill in fostering productive relationships with high performance staff within national governing bodies of sport.
- Acupuncture, pilates or similar specialisation as well as manual therapy manipulative techniques.
- Able to manage and work within appointment times in a busy clinic.

#### **5. PERSONAL DISPOSITION**

##### **Essential**

- A positive attitude to Information Technology in carrying out the responsibilities of the post.
- Personal commitment to continuous personal professional development.
- Team player.
- Open minded with a view to adopting new practices.
- Highly motivated with a passion for high performance sport.
- Personal integrity and the ability to invoke trust and respect from others.

#### **6 OTHER CONSIDERATIONS**

##### **Essential**

- An understanding and commitment to equal opportunities in employment and sport.
- An understanding of individual responsibility in complying with the Health and Safety policies and arrangements of Altius Healthcare and all relevant partners.
- Ability to work irregular and unsocial hours as required involving work outside normal office hours, at evenings, weekends and Bank Holidays.
- Ability to travel throughout England, including overnight stays.
- Ability to travel abroad with teams if required. This post requires the post holder to regularly carry out their duties at training venues, camps and competitions.
- An understanding of and commitment to fair play and all national and international anti-doping policies as enforced by national governing bodies, international federations, Olympic Associations and other relevant organisations.