

Brighton & Hove Albion Football Club

Job Description



Job Title	Senior Academy Physiotherapist (Under 23's)
Reports to	Head Academy Physiotherapist
Key Contacts	Head Academy Physiotherapist, Academy Performance Manager, Head of Medical Services, Club Doctor, Head Academy Sports Science & Strength & Conditioning Coach, Academy Strength & Conditioning Coaches, Sports Scientist(s) and First Team Sport Therapist(s).
Location	Based at the American Express Elite Football Performance in Lancing and this role may be required to attend the American Express Community Stadium on occasions. You will be expected to undertake travel as is necessary to fulfil your job requirements and to the satisfaction of Brighton & Hove Albion FC.
Hours	This is a full-time role requiring flexibility to work regular evenings and weekends, plus regular travel to away matches with overnight stays.
Contract	Fixed term commencing September 2020 and ending August 2021.
Remuneration	£29,000 - £33,000 per annum dependent on skills and experience <ul style="list-style-type: none"> • Auto-enrolment into the Club's pension scheme (depending on eligibility) • Group Life Protection (death in service cover) • Club discounts and offers • Access to multi-faith room
Job Purpose	<ul style="list-style-type: none"> • To contribute to the success and achievement of Brighton & Hove Albion FC, striving for excellence and optimal service provision within the medical department. • To assist in the management, coordination and supervision of the U23 players alongside the Head Academy Physiotherapist. • To assist the Head of Medical Services & Head Academy Physiotherapist in the day-to-day running of the medical department, working as a mentor for the junior staff. • To strive to create a medical department that is viewed as a Centre of Excellence in the management of neuromusculoskeletal injuries.

Key Roles & Responsibilities	
Management of Injuries	
1	To assist the provision of the U23 physiotherapy services – injury prevention, rehabilitation, athletic development and match day care.
2	To be a key contact for junior members of the team, supervising and mentoring.
3	To primarily work within the U23 group – leading performance and athletic development within the team.
4	To assist the Head of Medical Services and Head Academy Physiotherapist in the treatment and assessment of the First Team squad and Academy squads as required.
5	To standardise the management of injuries by assisting in the development and structure of injury rehabilitation guidelines.
6	To ensure the management of injuries effectively meets its commitments to the players, coaches and senior management through clinical audit and accurate documentation.

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Injury Prevention	
7	To liaise effectively with the Academy coaching staff on a daily basis in order to keep them informed of players' availability for Academy matches and training.
8	To work alongside the head academy physiotherapist, strength & Conditioning and Sport Science team in order to deliver effective injury prevention strategies across all age groups.
9	To provide musculoskeletal screening / profiling for all Academy players and integrate this with the club medical records.
10	To provide injury prevention strategies to all Academy players, including individuals and group sessions.
11	To ensure the delivery of preventative rehabilitation effectively meets its commitments to players, coaches and academy management through clinical audit and accurate documentation.
Pre-signing Medicals/Medical Consultations	
12	To assist and coordinate the pre-signing medical assessments of all Academy players and trialist as required.
13	To produce the pre-signing medical report for first team players when the Head of Medical Services is absent or otherwise engaged.
14	To accompany players to medical consultations at short notice either in this country or abroad. Ensuring best practice is followed at all times and ensuring the player receives optimal care and advice at all times.
Medical Provision at Matches/Training Sessions/Tours	
15	To provide physiotherapy match day cover for Academy games.
16	To organise and implement the medical provision for all training camps for the Academy teams as required.
17	To ensure all medical equipment and procedures are regularly reviewed and maintained at the training ground and at all development training venues under the guidance of the Head of Medical Services and Head Academy Physiotherapist.
Sport Science & Recovery	
18	To work alongside the Strength & Conditioning/Sport Science team in order to deliver first class recovery and injury prevention strategies to all players both immediately after games and on recovery days.
19	To ensure all players are educated on the importance of recovery, health and athletic development.
20	To liaise effectively with the medical staff and professional coaching staff on a daily basis in order to effectively inform them regarding availability of players for training and matches.
21	To work alongside the Strength & Conditioning and Sport Science team in order to deliver first class recovery and athletic development strategies to all players both immediately after games and on recovery days.
Management Responsibilities	
22	To take an active role in all medical meetings and other planning meetings.
23	To take a mentoring role within the department, working as a mentor for junior physiotherapists and being pro active with assisting CPD for the part time physiotherapists.
24	To assist in the establishment of a database of commonly occurring injuries as highlighted by recent audits in comparison to previous seasons, producing a best practice protocol for these injuries according to the latest evidence in the literature.

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25	To assist in the production an injury audit on a biannual basis for the Academy and feedback to provide accountability for the department and actively seek to follow best practice.
26	To assist in the management of the department ensuring excellent communication pathways with all management and coaching staff regarding player availability and optimal training strategies for all players.
27	To ensure appointments are made for consultations and appropriate travel arrangements made for all Academy players as required.
28	To ensure that the FA Premier League (Health Partners) Scheme is always informed prior to any appointments being attended by any Academy players as required.
29	To take an active role in the development and set up of the Medical Software to improve the practice of the medical department.
30	To ensure the FA whereabouts information is correct in conjunction with the Head of Medical Services and relevant administrative staff with regards to players from the Academy.
Continual Professional Development	
31	To assist with delivery and organisation of in-service training sessions in conjunction with the Head of Medical Services.
32	To assist with the creation of a CPD department pathway to ensure the on-going development of knowledge and skills.
33	To take responsibility for their continued professional development to ensure that you attend regular courses, conferences and keep an up to date file of their CPD achievements.
34	To maintain a CPD file which is in line with the ACPSM guidelines and to ensure that you are developing your practice on a regular basis aiming to achieve a bronze status.
35	To strive to advance working practices both within the department and in the wider sports physiotherapy setting by looking to regularly publish clinical research.
Key Performance Indicators	
36	To produce daily reports of injured development player's, ensuring all medical notes are up to date within 24hours of treatment.
37	To ensure medical notes are completed in line with CSP Core Standards.
38	To produce regular programmes of injured players' progression of rehabilitation.
39	To produce yearly audits of injuries to report back to Head of Medical Services and Head Academy Physiotherapist.
40	To have a continual professional development file up to date and present on a 6-monthly basis during your appraisal.

General duties and accountabilities

- To support Brighton & Hove Albion FC and AITC in their aims and objectives at all times.
- To ensure compliance with all relevant club policies, including health and safety policies.
- To ensure compliance with all relevant legal, regulatory, ethical and social requirements.
- To keep confidential any information gained regarding the charity, club and its personnel.
- To represent Brighton & Hove Albion Football Club and AITC in a professional manner.
- To maintain a flexible approach to work at all times.
- To undertake other duties and responsibilities as required from time to time.

General Expectations

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- To uphold and live our Team Brighton Values; Treat people well, Exceed Expectations, Aim high (never give up). Act with Integrity and Make it special.
- To be a champion of equality and diversity in the workplace and treat all staff, customers, sponsors, clients and applicants with fairness, dignity and respect
- To report incidents of any form of discrimination through the correct channels.
- To promote best practice in safeguarding and create an environment that is safe for children young people and vulnerable adults.
- To report safeguarding concerns through the correct channels
- To ensure that any safeguarding training and certificates are kept up to date.

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 light of the changing needs of Brighton & Hove Albion FC. The Medical Department is amalgamated with Senior, Academy and Women's footballers and you may be asked to work within either department at short notice for the benefit of the club.

Person Specification

Qualifications		Essential	Desirable
1	A BSc (Hons) Physiotherapy degree or equivalent	√	
2	A minimum of 4 years' membership with the Chartered Society of Physiotherapy and registered with the Health Professions Council (HPC)	√	
3	Have or working towards an MSc Sports Physiotherapy, Manual Therapy, Sports & Exercise Medicine or equivalent		√
4	Member of the Association of Chartered Physiotherapists in Sport Medicine working towards the bronze level or above		√
5	Experience working within a professional sporting environment	√	
6	Experience working alongside young athletes in professional sport	√	
7	Valid FA Advanced Resuscitation and Emergency Aid Certificate (AREA) or FA Advanced Trauma Medical Management in Football Certificate (ATMMIF).	√	
8	Valid and accepted enhanced FA DBS CRC (Criminal Background Check) or be willing to undertake this check if successful		√
9	Valid FA Safeguarding Workshop Certificate		√
Skills, Knowledge & Experience			
10	Preferred experience in the provision of physiotherapy within an elite sporting environment	√	
11	Demonstrate ability to develop, implement and evaluate physiotherapy programmes for elite young professional footballers	√	
12	Experience of developing and implementing innovative ideas and putting them into practice	√	
13	Excellent interpersonal skills	√	

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14	Ability to work on own initiative	√	
15	Excellent communication skills	√	
Attitude/Behaviours			
16	A positive attitude towards the responsibilities of the post.	√	
17	Warm, friendly, helpful and cheerful persona.	√	
18	Meticulous attention to detail	√	
19	Ability to work calmly under pressure and unsupervised	√	
20	A genuine team player.	√	
21	Ensure clear communication with medical staff and coaches to allow all involved to be fully informed of the player's progress	√	
22	Remain professional at all times regardless of potentially differing opinions or approaches.	√	
23	Ability to maintain confidentiality at all times	√	
24	Open minded with a view to adopting new practices.	√	
25	Highly motivated with a passion for working in professional football.	√	
Other			
26	An understanding and commitment to equal opportunities in employment and sport	√	
27	An understanding of individual responsibility in complying with Health and Safety polices at Brighton & Hove Albion FC.	√	
28	An ability to work irregular and unsociable hours as required and have an understanding that work may be subject to change with less than 24 hours' notice on occasions. Work will regularly be outside normal working hours, in the evening and on weekends and bank holidays (including Christmas day).	√	
29	Travel with overnight stays if required	√	
30	Ability to travel abroad with teams if required	√	
31	An understanding of and commitment to fair play and all national and international anti-doping policies as enforced by the Football Association and World Anti-Doping Association.	√	

Last Updated July 2020

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