

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 First Team Physiotherapist/Sports Therapist you will be required to demonstrate behaviours reflecting the following traits, which we have termed the 3Es: Exceptional, Edge and Energising.

Exceptional

- **Capacity and resilience**
 - You will undertake multiple tasks and responsibilities to a high standard;
 - You will overcome setbacks and disappointment, remaining positive in the face of adversity.
- **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

- **Problem solving**
 - You will demonstrate the ability to quickly absorb large quantities of information;
 - You will resolve problems with practical solutions, being innovative when required.
- **Streetwise**
 - You will work smart and demonstrates the know-how to win;
 - You will develop key relationships and networks effectively.

Energising

- **Motivates others**
 - People are compelled to work with you;
 - You use a range of influencing styles to enthuse others.
- **Finds a way**
 - You deliver results, within a team;
 - You develop and implement strategies to achieve positive outcomes.

JOB TITLE:	First Team Physiotherapist / Sports Therapist
DIRECTORATE:	FOOTBALL
LINE MANAGER:	Head of Medical
LOCATION:	Elite Performance Centre/LNER Stadium
HOURS:	40 However, you will be expected to work such additional hours as is deemed necessary to fulfil the requirements of the role. In particular, flexibility will be required to meet the operational needs of the Company which includes working on match days, bank holidays, evenings or weekends as required.
MATCHDAY WORKING:	HOME <input type="checkbox"/> AWAY <input type="checkbox"/> BOTH <input checked="" type="checkbox"/>
DATE:	
DBS:	Enhanced <input type="checkbox"/> Standard <input checked="" type="checkbox"/> None <input type="checkbox"/>

Job Purpose

To work within the club's Medical Department in the effective running and application of all medical related matters to First Team players and department staff instructed to by the Head of Medical. This post is expected to optimise the player availability and enhance the medical support of Lincoln City First Team players through the provision of football's best scientific and medical practice. With a passionate focus in exercise prescription, the First Team Physiotherapist / Sports Therapist will provide excellent on-field and gym-based programming in the prevention and rehabilitation of injuries and injury related matters. The First Team Physiotherapist / Sports Therapist is also expected to collaborate with the Academy program and in the departments on going education programmes such as developing intra-club research studies. The First Team Physiotherapist / Sports Therapist should also partake in an effective network outside the club.

Key Responsibilities

- To be responsible and assist on all Medical related matters at Lincoln City Football Club
- To be responsible and assist in the clinical diagnosis and treatment of all injuries to first team players
- To set and maintain high standards within the medical environment
- Ensure regular and effective communications are had within other medical departments of the club
- To integrate within a team of medical professionals in a positive, enthusiastic and helpful demeanour at all times

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

- Head of Medical
- Head of Sport Science and Conditioning
- Lead Rehab and Performance Therapist
- First Team Sports Scientist
- Head of Academy Sport Science and Medicine
- Doctors
- University Placement Students
- Analysts
- Surgeons/Specialists

Scope of job

- To assist the delivery, development and rehabilitation of all Medical and Musculoskeletal care relating to First Team players. It is expected that this delivery is through high professional standards utilising up to date research and evidence-based practice within the Medical Department.
- To assist the Head of Medical with first aid pitch side assessments.
- To lead on first aid pitch side assessments as instructed by Head of Medical.
- To assist in the development of evidence-based protocols and research for all areas of medical science throughout the club. There is an expectation to use all available resources including the

latest research, collaborating with a successful network of external clinical specialists and university links.

- To contribute fully within the Performance Science and Medical programme and effectively communicate on the care and injury status of players under the instruction of the Head of Medical.
- Responsible for the recording of medical records on all first team players using the club's online performance management application, as well as ensuring the FA Anti-Doping Regulations (Whereabouts/UKAD) are always adhered to.
- To manage player FA daily Whereabouts.
- To lead and manage player availability reports as requested by the Head of Medical.
- To integrate within an intra-institutionalised research initiative from Lincoln City Football Club data collected in all matters of Medical Science to utilise in adapting practice with a possibility of professional publications.
- To assist on the medical assessment of new signings ensuring an MDT approach is considered.
- To organise and assist on all medical testing and cardiac screening.
- To observe, monitor and react to the ever-evolving world of Medical Science, keeping up to date with all current research developments and changes in professional regulations.
- To ensure the latest clinical, scientific and technical innovations to practice are incorporated into maintaining the highest level of support within the Medical Department provision.
- To create successful and professional relationships with staff whilst maintaining professional distance from playing staff at all times.
- Responsible for University students that have been assigned to them by the Head of Medical.
- To assist in the implementation of the department injury prevention protocols through assessment, analysis, delivery and auditing of collected data.
- To periodically collaborate with the Head of Academy Sport Science and Medicine on a regular basis to ensure alignment and transparency of medical information.
- To maintain player information confidentiality within the scope of practice at all times.
- To act, at all times, in a manner appropriate to a representative of Lincoln City Football Club.

Person specification

Job Title: First Team Physiotherapist / Sports Therapist

PERSONAL SKILLS / QUALITIES
<p>Essential</p> <ul style="list-style-type: none">• Excellent problem solving and decision-making skills• Ability to lead pitch and gym-based group and individual conditioning• Management skills to manage a multidisciplinary group of performance science and medical practitioners• Set and maintain high standards of work performance and deliver quality consistently and effectively• Establish and maintain relationships with external institutions• Exceptional organisational skills with the ability to manage competing demands and deadlines whilst functioning in a fast-moving environment• Hold a full current and clean up to date driving licence• Proactive and engaging style with a winning attitude and can-do approach• Flexible approach and attitude to working hours• Good listener• Have an altruistic demeanour cognisant of others' emotions
TECHNICAL/WORK-BASED SKILLS
<p><i>Skills specific to the job, eg. computer competency, typing skills, coaching skills etc</i></p>
<p>Essential</p> <ul style="list-style-type: none">• Excellent understanding of Human Anatomy and Biomechanics• Understanding and an interest of dose response loading and supercompensation with reference to Sporting Performance• Excellent understanding of physical screening and rehabilitation programming in professional sport• An understanding of training load monitoring and periodisation• Excellent understanding of human physiology and principles of athletic performance in professional sport• Excellent knowledge of injury prevention and recovery strategies
GENERAL SKILLS AND ATRIBUTES
<p><i>More general characteristics, eg. flexibility, communication skills, team working etc</i></p>
<p>Essential</p> <ul style="list-style-type: none">• Excellent writing and verbal communication skills that are clear, engaging and responsive to convey complex information to individuals• Excellent computer skills with competency in Mac, Windows and Cloud data management• Extensive experience of using performance management applications both in a medical and performance context• Excellent knowledge and understanding of medical and sport science terminology <p>Desirable</p> <ul style="list-style-type: none">• Competency in operating Sport Science specific software programmes such as GPS, Force Plates, Dartfish etc

EXPERIENCE

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

Essential

- Minimum of 2 years in full-time professional sport
- Experience of working in a multi-disciplinary team within a Sports Medicine environment

Desirable

- Multi-sport experience
- Playing experience to a high level in any sport

QUALIFICATIONS

The level of educational, professional and/or occupational training required

Essential

- Undergraduate Degree in Physiotherapy/Sports Therapy/Sports Rehabilitation
- Valid HCPC and CSP registrations
- Professional registration ie Society of Sports Therapy (SST), Sports Therapy Association (STA), British Association of Sport Rehabilitators and Trainers (BASRaT)
- ATMMiF

Desirable

- Further Postgraduate Study in a related field
- Subsidiary qualifications relating to the job ie Dry Needling, K Taping etc

This document is a guide only and should not 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 changing needs of the organisation. All employees may be required to undertake any other duties as may be reasonably required. Lincoln City Football Club & Foundation is an equal opportunities employer.