

SENIOR PHYSIOTHERAPIST – ACADEMY

JOB INFORMATION PACK



INTRODUCTION & HOW TO APPLY



About the job:

Thank you for your interest in our vacancy for a Senior Physiotherapist. This is a permanent, part-time post (0.875 FTE) working for the Bradford City AFC Academy.

About the club and the academy:

Bradford City AFC is a professional football club currently competing in the fourth tier of the English football league system.

The football club academy, based at Apperley Bridge, BD10 0NR, is a Category Three Academy with a reputation for player and staff development. The academies success is underpinned by a commitment to their values of being brave, humble and competitive, alongside prioritising individual development over team success.

Next steps and how to apply:

To apply you must complete an application form. (Attached.)

CVs in support of a completed application form may be submitted for consideration however they will not be used for shortlisting purposes.

Please send completed application forms to careers@bradfordcityafc.com

Anticipated timeline:

A flexible start date is available and will be discussed at interview stage.

1. Closing date:	Monday 17 th June 2024.
2. Interview date:	Thursday 20 th June 2024.

1. We reserve the right to close the vacancy earlier than this date should a sufficient number of applications be received.
2. Interviews will be held in-person at Bradford City AFC Academy, Woodhouse Grove, Apperley Bridge, Bradford, BD10 0NR.

About this pack:

The aim of this pack is to give you relevant information about the vacancy and on the following pages you will find a job description, a person specification, and a summary of how we recruit.

Should you have a question or comment about this process, or the methods that we use to recruit, please contact our human resource partners via email at sarah@crawfordhr.com (FAO Sarah Morgan)

We look forward to hearing from you.

Kind regards,

Lee-Ann Brewer
Academy Administrator

JOB DESCRIPTION



Job Title: Senior Physiotherapist (Academy)
Employed by: Bradford City AFC
Location: Woodhouse Grove, Apperley Bridge, West Yorkshire, BD10 0NR

Responsible to: Academy Manager

Purpose of role: Working collaboratively with the club doctor and head physiotherapist to lead on the delivery of an elite level of physiotherapy to all academy age groups (U9-U18).

Key relationships: Academy Manager
(Internal) Club Doctor
First Team Sport Science and Medical Staff
Academy Phase Lead Coaches

Line management responsibilities: Part-time Physiotherapists
Part-time Sport Therapists

Main Responsibilities:

- Coordinate and lead the academy physiotherapy service to include pre-match preparation, on-field first aid and treatment (matches and training) and post-match medical recovery.
- Work with the club doctor and head physiotherapist to assess academy player fitness and injury status in order to make a considered decision on their ability to train and play. *This may, from time to time, involve additional liaison with their family doctor.*
- Plan treatment programmes, in conjunction with the other physiotherapist(s), for injured academy players, keeping coaching staff informed of their availability for matches and training.
- Organise further investigations as necessary, including consultant/specialist referrals, informing medical insurance of such decisions.
- Arrange and undertake appropriate medical examinations for academy players to include pre-signing medicals (ensuring that appropriate liaison with other departments is completed and signed-off), annual checks and additional investigations.
- Ensure that all relevant medical equipment is current, stocked to a suitable level, and readily available and accessible for academy matches and training.
- Embrace and contribute to a multi-disciplinary culture through collaborative working with other departments across the academy, to include, as examples, active involvement in:
 - organising sport science testing and sessions for academy players, providing relevant feedback and findings at de-brief meetings.
 - the planning and provision of injury prevention programmes for academy players, working alongside the medical and sport science departments.
- Maintain accurate records of injuries and medical interventions as per Health & Care Professions Council (HCPC) and the Chartered Society of Physiotherapy (CSP) standards, using the Performance Management Application (PMA) system as necessary, ensuring that confidentiality is applied around the capturing and storing of medical records.
- Coordinate the academy anti-doping process, in line with FA Anti-Doping Regulations.
- Responsible for ensuring the cardiac screening provision across the academy is fit for purpose.
- Maintain a good all-round understanding of current best practice with regards safeguarding and welfare, supporting and contributing as appropriate to the player care programme.
- Maintain all necessary operating standards to meet football league regulations and Elite Player Performance Plan (EPPP) criteria.
- Coordinate and lead on the provision of relevant education to academy players with regards to nutrition, doping, injury prevention and management.

- Provide medical support and guidance, using appropriate equipment and treatments, to academy players and, where appropriate, staff and officials at the club.

Other Requirements and Responsibilities:

- Meet with the Academy Manager, Club Doctor and Head Physiotherapist as required.
- Develop a good understanding of the culture and values of the club and the academy.
- Always act in the best interests of the club and the academy.
- Perform any other requests identified by the Line Manager that are relatable to the role and which support the needs of the club and the academy.

Summary of Terms and Conditions:

Contract type:	Permanent, part-time (0.875 FTE).
Working hours:	35 per week.
Working pattern:	A flexible working pattern in agreement with the Line Manager and in response to the academy calendar. This includes evening and weekend working.
Rate of pay:	£23,000 - £26,000 DOE.
Annual leave:	28-days inclusive of public holidays.
Pension:	There is a contributory pension scheme to which eligible staff will be auto enrolled. Employees who do not meet the auto enrolment criteria are eligible to join the Scheme, subject to certain provisions.
Probationary period	Appointment will be conditional on the satisfactory completion of a 6-month probationary period. We reserve the right to extend this up to 12-months.
DBS Disclosure:	Appointment will be conditional subject to a satisfactory enhanced disclosure from the Disclosure & Barring Service (DBS).
Right to work:	Appointment will be conditional on demonstrating the right to live and work within the United Kingdom.
Training:	We are an employer who will support you to develop and improve your professional practice. During employment with us we will consider relevant requests for continuing professional development (CPD). At the request of your Line Manager there may on occasion be a need to attend further training. This will be undertaken in contracted hours or recorded as TOIL.

PERSON SPECIFICATION



Job Title: Senior Physiotherapist (Academy)
Employed by: Bradford City AFC
Location: Woodhouse Grove, Apperley Bridge, West Yorkshire, BD10 0NR
Responsible to: Academy Manager

	Essential	Desirable	Method
Education, Training & Qualifications			
Educated to undergraduate degree level in physiotherapy or sports therapy, or a relevant equivalent	Yes		A, Q, I
Active registration with the Health & Care Professions Council (HCPC)	Yes		A, Q, I
Chartered Member of the Chartered Society of Physiotherapy (CSP)	Yes		A, Q, I
Trauma Medical Management qualification (ATMMiF or equivalent)	Yes		A, Q, I
Intermediate First Aid for Sport (IFAS) or comparable equivalent	Yes		A, Q, I
Experience and Skills			
Knowledge and demonstrable experience of working as a physiotherapist (including planning and delivering treatment and rehabilitation) within elite sport or a high-performance environment	Yes		A, I
Good understanding of growth and maturation and its implications on the development of young athletes	Yes		A, I
Knowledge of the Elite Player Performance Plan (EPPP) and its associated audit requirements	Yes		A, I
Qualities and Aptitudes			
Able to relate and engage positively with young people, playing an active role in creating a healthy culture and learning environment	Yes		A, I
Able to communicate professionally and present outcomes with sensitivity to a diverse range of stakeholders, including players, parents/guardians, officials, and colleagues	Yes		A, I
Able to work responsibly in the presence of high performing athletes	Yes		I
Any Other Requirements			
Commitment to undertake self-development to ensure knowledge and skills remain current, as techniques and styles continue to evolve	Yes		A, I
Able to work flexibly, accepting that core working days and hours will be in line with and reactive to the academy calendar	Yes		I
Committed to promote and work to the club's policies and Codes of Conduct in all areas of equality, diversity, and inclusion	Yes		I
Committed to work to the club's policies around data protection and the General Data Protection Regulation (GDPR)	Yes		I

A: Application form **CV:** Curriculum Vitae **CL:** Covering Letter **I:** Interview **P:** Presentation

RECRUITMENT GUIDELINES



Disability:

Please make us aware if you require adjustments making at any stage of the recruitment process or provide us with any information that you feel relevant whilst we consider your application.

If you are selected for interview, we will ask if you have any access needs or if you need any adjustments to be made for the interview. Be assured that we are supportive in discussing reasonable adjustments at all stages of the recruitment process.

Experience, knowledge, skills, and abilities:

The person specification lists minimum requirements for this post. When shortlisting we will only consider information contained on your CV and covering letter and assess this against the person specification.

Entitlement to work in the UK:

Any job offer will be conditional subject to confirmation that you are permitted to live and work in the UK in accordance with the provisions of the Asylum and Immigration Act 1996. You will be asked to provide evidence of your entitlement to work in the UK should you be shortlisted for interview.

References:

Any job offer will be conditional subject to the receipt of satisfactory references. One should be from your current or most recent employer, the second from a previous and relevant work experience. It is critically important that both referees are able to comment on your suitability to the role.

Criminal convictions:

Anyone who applies to work with us will be asked to disclose details of unspent convictions during the recruitment process. Having a criminal record does not necessarily bar you from working for us however this will depend on the type of job that you have applied for and the nature of the conviction.

Safeguarding

We recognise our duty of care to safeguard all children, young people and young players, vulnerable adults/groups involved in activities organised by ourselves from harm and require all employees to share this commitment and promote the welfare of these groups at all times.

Equality, Diversity, and Inclusion:

We actively promote inclusion, confront, and eliminate discrimination, and encourage equal opportunities. Our aim is to have a workforce that reflects the diversity of talent, abilities, and skills drawn from across our community.

In line with the Equality Act 2010, we will monitor the composition of our workforce to ensure it is representative and that staff are treated equally and fairly. Recruitment will be made solely on the basis of the applicant's abilities and individual merit as measured against the criteria for the job.

Data Protection:

The information provided on the application form will be held in the strictest confidence. We process this information in line with our privacy policy. If you are successful in your application the information will be used to administer your employment with us. By applying, we assume that you agree to the processing of your data in accordance with our privacy policy.

Other Policies:

We have a range of policies and processes in place to protect you, to protect us and to safeguard those who use our services and who visit us. Should you accept any offer of employment made by us you commit to work within and actively promote these policies at all times.



SENIOR PHYSIOTHERAPIST (ACADEMY) JOB INFORMATION PACK

BRADFORD CITY FOOTBALL CLUB
UNIVERSITY OF BRADFORD STADIUM, VALLEY PARADE, BRADFORD, BD8 7DY