



- Job Title:** Head Physiotherapist
- Reporting to:** Operational – Head of Rugby and Head of Athletic Performance.
Functional – General Manager of Rugby.
- Job Purpose** To deliver best practice sports physiotherapy services to the Harlequins Rugby Squad based in Surrey Sports Park and Twickenham Stoop. You will provide clinical management of the rugby playing squad with the assistance of medical staff and a Sports Physician.

Key Responsibilities:

Clinical

- Ensure all aspects of player care are monitored including prehab, rehab, fitness assessments and treatment.
- Act independently to assess, analyse and provide a clinical diagnosis for all injured players to determine their need for physiotherapy intervention.
- Act independently to plan, implement, evaluate, treat and progress player care to maximise rehabilitation potential.
- Manage caseload of players effectively and efficiently.
- Produce daily and weekly reports of player injury status.
- Maintain patient documentation, records and accurate statistical information to reflect care provided and meet professional standards.
- Enter all clinical data in the RFU electronic medical note keeping system and the internal Kitman system.
- Communicate and make recommendations to all relevant disciplines of staff to maximise player care and promote multidisciplinary working.
- Develop, implement and maintain appropriate clinical guidelines ensuring clinical effectiveness to optimise player care.
- Organise and assist in the preseason-screening programme.
- Organise and complete any recruitment/contractual pre-signing medical evaluations.
- Provide pre-game and pitch-side medical support services at all home and away fixtures.

Managerial

- Service management, planning and development within a multidisciplinary framework.
- Participate in the departmental personal development and performance review system to promote personal and service developments.
- Support and mentor junior Physiotherapists and Sports Therapists to develop physiotherapy services to maximise player care and efficient use of resources.
- Monitor activity and support the Head of Athlete Performance to prioritise resources to meet service demands without compromising patient care.
- Be actively involved in clinical audit to support the club's clinical governance strategy.
- Assist in development of, and implement, managerial policies to promote a fair, consistent and safe working environment.
- Liaise with a range of individuals, internal and external to the organisation, to ensure effective



service delivery.

- Comply with health, safety and other regulations.
- Ensure RFU minimum medical standards criteria are met for annual compliance evaluation.

Educational

- Develop and update clinical knowledge and skills to ensure delivery of evidence-based care.
- Provide training and advice to all physiotherapy staff.
- Support physiotherapy in-service to promote personal development.
- Supervise the clinical training of undergraduate and postgraduate physiotherapy students as required.
- Be responsible for appraisal of junior members of team on a 6-monthly basis.

Communications and Relationships

- To communicate with RFU medical staff regarding the injury status of international players.
- To communicate and develop an effective relationship with strength and conditioning staff.
- To communicate with the Head Coach and assistants with regards to injury and fitness status of all players on a regular basis.
- To communicate and develop an effective relationship with the Sports Physician to ensure the highest level of care is delivered to the playing squad.
- To communicate and develop an effective relationship with all third-party medical providers to ensure the highest level of care is delivered to the playing squad.

Key Qualities

Essential:

- BSc in Physiotherapy or equivalent.
- A post-graduate qualification in sports physiotherapy or musculoskeletal physiotherapy or sports science.
- A minimum of five years post-graduate experience with elite sports people.
- Sports specific emergency pitch-side training.
- Proven management experience of staff and complex programmes.
- Good organisational skills including record keeping.
- On-going maintenance of CPD as outlined by your regulatory body.
- Excellent communication skills.
- The ability to work well within a multidisciplinary high-performance team environment.

Desirable:

- Physiotherapy experience in a professional rugby team environment.
- Management of a physiotherapy or medical department at some level.
- An understanding of strength and conditioning/sports science.
- Full clean drivers' licence.
- Excellent IT and organisational skills.





Key Competencies

- Ability to lead and work as a team with positive personal impact.
- Ability to work and problem solve under pressure.
- Excellent interpersonal skills and ability to develop credible and effective working relationships.
- Attention to detail.
- Self-motivated and good energy.
- Commitment to continuous personal professional development.

Harlequins is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

Please submit a current CV and covering letter outlining your suitability for the role of Head Physiotherapist to **Billy Millard, General Manager of Rugby**. billy.millard@quins.co.uk

Closing date for applications: Friday 26th October at 2.00pm.

Interviews will be held: Week starting 5th November

