



JOB VACANCY

JOB TITLE Head of Academy Medical & Performance
DEPARTMENT Academy

RESPONSIBLE TO Academy Manager

SALARY Dependent on Experience
CONTRACT Full-time, 40 hours a week
WORK FLEXIBILITY The position will involve working irregular hours; evenings, weekends and bank holidays)

JOB SUMMARY

The Head of Academy Medical and Performance will be responsible for managing the physiotherapy, sport therapy and physical development provisions across the Swansea City AFC Academy (U9s-21s). An important part of the role is to ensure that all staff within the department and managed to a high level and maintain appropriate qualifications, and that CPD and DBS requirements are undertaken on an annual basis (or as required).

ROLE RESPONSIBILITIES

- To lead and manage the Performance services within the Academy (U9s-21s) under the governance of the EPPP.
- Be responsible for ensuring the physiotherapy and physical development department maintains detailed records of all actions in accordance with relevant legislation, policies, and procedures.
- Be compliant with all professional, clinical, and integrated governance standards and participate in clinical audit and other quality assurance processes.
- Drive the development and delivery of evidence-based protocols for all areas of physiotherapy, soft tissue therapy, physical development provision.
- Work closely with the Academy Doctor to develop the Academy's emergency action plan, discuss specialist reviews of injured Academy players, discuss appropriate investigation and referral for player management.
- To keep up to date with clinical, scientific, and technical innovations, attending meetings, courses and seminars as required, to maintain the highest level of player care.
- Ensure departmental individual qualifications, training and CPD requirements are kept up to date and in line with any applicable regulations.
- Meet the standards and code of conducts set by the CSP and HCPC.
- Monitoring and ordering of medical provisions within the budget of the Academy.
- Organisation of regular Academy in-service training.
- To work as part of a multi-disciplinary team including physical development coaches, technical and performance analysis staff to optimise player physical development, health, and performance.
- Provide feedback to the 1st Team Head Physiotherapist, 1st Team Head of Sports Science and Academy Manager on all aspects of physiotherapy and physical development provision.



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- Develop methods to measure the impact of physiotherapy and physical development within the Academy performance strategy.
- Encourage an interdisciplinary approach of working within the performance department that includes close links to all areas of the Club.
 - Carry out any other reasonable management requests.

CRIMINAL RECORD CHECK REQUIREMENT

This role will require an Enhanced DBS Check.

Qualifications

Essential

- Undergraduate degree in Physiotherapy.
- Postgraduate degree in Sports Physiotherapy, Sports and Exercise Medicine, S&C, or related subject.
- HCPC registered.
- Member of CSP.
- 1st Aid Qualified (FA Level 5 ATMMiF).

Desirable

- FA Safeguarding Children Workshop.
- UKSCA / NSCA
- Evidence of a CPD portfolio.



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Skills, Knowledge & Experience

Essential

- A minimum of 5 years post BSc qualification experience in the provision of physiotherapy to (Academy) players in an elite sporting environment.
- Previous experience in leading a multidisciplinary department.
- Excellent clinical reasoning.
- Experience of working in a multidisciplinary team leading on the delivery of medical and performance services.
- Excellent range of treatment and rehabilitation skills.
- Experience of using data & medical management systems to ensure the secure and efficient storage of data & confidential information.
- Experience of working in pressurised situations and to deadlines.
- Excellent communication and interpersonal skills.
- Excellent written and IT skills.
- Ability to adapt and change at short notice.

Desirable

- 2 year's experience of leading and managing a team of health care professionals at Academy level.
- Experience of using the Kitman Labs system.
- Knowledge of the EPPP and audit (ASA) process.

Attitude/Behaviours

- Proactive mentality
- Thinks ahead with a "can do" attitude
- Generates innovative ideas
- Works well in a cognitively diverse performance department
- Loyal and committed
- Ability to adapt quickly
- Strong team ethos

Personal Qualities

- Takes pride in ensuring a high quality of work.
- Highly organised and able to manage multiple tasks.
- High level of confidentiality.
- Willingness to learn.
- Recovers from setbacks quickly.
- Ability to work unsupervised.
- Invested in continuous personal development.



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GENERAL STATEMENT

Should an adequate number of applications be received prior to the closing date, Swansea City AFC reserve the right to remove this advert.

Due to a high demand in applications the Club will be unable to respond to those applicants who have not been shortlisted for interview.

SAFEGUARDING & WELFARE

The Company is committed to safeguarding and promoting the welfare of children and young people involved in activities and event at the Company. As part of the Company's recruitment and selection process any offers of work involving working in regulated activity with children are subject to a satisfactory enhanced DBS Disclosure and barred list check (depending on the level of supervision, frequency, and nature of contact with children).

The Company may also conduct online searches of candidates who have been shortlisted as part of its safer recruitment procedures. Appropriate references will be required.

EQUALITY, DIVERSITY & INCLUSION STATEMENT

Swansea City AFC strives to ensure it provides an environment where everyone's rights, dignity and individual worth is respected and takes a zero-tolerance approach to any form of discrimination. Equal Opportunity is an integral part of our recruitment and selection process, and we welcome applications from all individuals who feel they meet the core requirements of the role.

We are particularly encouraging applications from women, disabled people and individuals from diverse ethnic communities who are currently under-represented within the organisation.

All appointments will be made on merit of skill and experience relative to the role.

HOW TO APPLY

Please complete an Application Form, available [HERE](#). If you require the application form in an alternative format, please email jobs@swanseacity.com

The closing date for this vacancy will be **Friday 31st May 2024**.