**Job Description: Professional Services Leadership Position**

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| **Faculty/Directorate/Service Area:** | Estates and Facilities Management |
| **Job Title:** | Swansea University Lead Rugby Physiotherapist |
| **Department/Subject:** | Sport Swansea |
| **Salary:** | £32,982 - £37,099 per annum together with USS Pension benefits, if required.  The normal expectation is that the successful applicant will be appointed to the minimum of the scale with annual increments on 1st October each year (subject to completing six months service).  APM Grade 7 Points 26-30 |
| **Hours of work:** | The position is offered on a full time 1,820 annualised hours basis (equivalent to 35 hours a week) |
| **Contract:** | This is a fixed term position This is a temporary position for 1 year in the first instance. |
| **Location:** | The position will be based primarily at the Singleton Campus but will require travel. |

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| **Main Purpose of Post** | 1. Deliver and further develop an outstanding Physiotherapy service to the Performance Rugby Programmes based at Swansea University. Specifically, the role will involve development, management, and delivery of physiotherapy services to the University Men’s HPG Rugby Programme in addition to the PDC, alongside pitch side cover for the BUCS Super Rugby (BSR). Excellent communication with the players, coaching team, key partners, support staff and the wider Swansea University staff is essential 2. To develop and deliver a robust physiotherapy service that delivers to all the aspects of the BUCS Super Rugby Programme (first team) and the PDC. 3. Develop a framework with the Rugby Performance Manager and PDC lead for the university rugby programme to deliver physiotherapy, player education and early injury management. 4. To work effectively in an multidisciplinary manner with the coaching staff, players, and support staff to ensure sound communication is delivered for physiotherapy provision across the rugby programme, including partner organisations. 5. To ensure all communication fits within the professional code of confidentiality. 6. To liaise with consultants, coaches, WRU and other national governing body staff to drive forward enhanced physiotherapy services across the rugby programme and lead Clinical Governance for Player wellbeing in BUCS Super Rugby and the PDC. This will include regular service provision updates on risk assessments, emergency action plans, concussion, pitch-side acute trauma management protocols in alignment with the minimum operating standards (MOS). 7. To work within the Chartered Society of Physiotherapy, Health Care Professional Council, and the University’s Codes of Conduct; to ensure all documentation is managed in accordance with the industry standard. 8. To understand and develop the current rugby programme Injury Audit database in line with BSR requirements. To feedback this information to the rugby programme’s coaches, players and support team staff for service development. 9. To take responsibility for continued personal and professional development Iand contribute to the development of other staff in the rugby programme and the Sport Swansea Team through sharing of good practice via in-service training. 10. Deliver educational material both orally and in written form to players, coaches and other staff members as appropriate. |
| **General Duties** | 1. To fully engage with the University’s Performance Enabling and Welsh language policies 2. To promote equality and diversity in working practices and to maintain positive working relationships. 3. To lead on the continual improvement of health and safety performance through a good understanding of the risk profile and the development of a positive health and safety culture. 4. Any other duties as agreed by the Faculty / Directorate / Service Area. 5. To ensure that risk management is an integral part of any decision making process, by ensuring compliance with the University’s Risk Management Policy |
| **Leadership Values** | All Professional Services areas at Swansea University operate to a defined set of Core Values: [Professional services values](https://www.swansea.ac.uk/the-university/values/professional-services-values/) and it is an expectation that everyone is able to demonstrate a commitment to these values from the point of application through to the day to day delivery of their roles. Commitment to our values at Swansea University supports us in promoting equality and valuing diversity to utilise all the talent that we have.  In addition you will operate to a defined set of [Leadership Values](https://www.swansea.ac.uk/media/Swansea%20University%20Leadership%20Model%202018.pdf):  **We are Professional**  We develop ourselves and our teams through continued professional development, and use feedback to improve. We create a culture that delivers successful outcomes through people, supporting, developing and challenging our teams to succeed. We involve our people in developing a vision for the future and in enabling innovation and change, improving University, team and individual performance.  **We Work Together**  We enable our teams to work together and across functions to deliver successful outcomes that exceed the needs and expectations of our customers. We are responsible for creating environments that demonstrate equality, foster trust, respect and challenge. We are accountable for providing clarity and direction, communicating the “big picture” and harnessing ideas and opportunities to achieve the University’s vision.  **We care**  We create environments that identify, understand and give priority to delivering the needs of the University Community (our students, colleagues, external partners and the public). We motive and inspire our teams to provide the highest standards of personalised care and in doing so uphold the Swansea University brand. |
| **Person Specification** | **Essential Criteria:**  **Leadership Values:**   1. Demonstrable evidence of creating a culture that delivers successful outcomes through people, developing and challenging teams to succeed and take pride in delivering professional services and solutions. 2. Ability to enable teams to work together and across functions to deliver successful outcomes that exceed the needs and expectations of customers, and in creating environments that demonstrate equality, foster trust, respect and challenge. 3. Demonstrable experience of creating environments that identify, understand and give priority to delivering the needs of the customer, and in motivating and inspiring teams to provide the highest standards of personalised care.   **Qualifications**   * Degree level qualification or equivalent experience * A qualification at degree level (or equivalent) in physiotherapy. * Membership of the Chartered Society of Physiotherapy (MCSP) and registration with the Health Care Professions Council (HCPC). * Current pitch-side Sports Trauma Course, preferably ICIS (RFU/WRU, level 2 or 3), or a course recognised by ACPSEM for bronze level accreditation. * A post-graduate qualification at master’s Level in sport and exercise medicine/sport physiotherapy/sport rehabilitation/musculoskeletal field is desirable.   **Experience**   * At least 6 years’ experience as a practising Chartered Physiotherapist. * At least two years experience of working in Sports Physiotherapy, preferably with athletes. * Experience of setting up a Physiotherapy service within the sporting environment. * Experience of working within a performance team environment. * A member of ACPSEM with a minimum of silver accreditation. * Experience in university level sports * An understanding of current healthcare issues and professional developments relating to sports physiotherapy.   **Knowledge and Skills**   * The ability to educate and motivate athletes and coaches to adhere to the support programmes prescribed. * Ability to work under pressure. * Ability to prioritise own workload. * Able to work in a team as well as individually. * Excellent interpersonal skills * Willingness to work flexible / unsociable hours. * Excellent problem solving and decision-making skills.   **Desirable Criteria:**   * Experience of working within the higher education sector within performance sport * Experience of physiotherapy in para sport * Experience in delivering a Talented Athlete Scholarship Scheme (TASS) * Ability to communicate in Welsh |
| **Welsh Language Level** | Level 1 – ‘a little’ - pronounce Welsh words. Able to answer the phone in Welsh (good morning / afternoon). Able to use very basic every-day words and phrases (thank you, please etc.). Level 1 can be reached by completing a one-hour training course.  For more information about the Welsh Language Levels please refer to the Welsh Language Skills Assessment web page, which is available [here](https://www.swansea.ac.uk/welsh-language-standards/compliance/recruitment/). |
| **Additional Information** | Informal enquiries: Imelda Phillips [I.J.Phillips@swansea.ac.uk](mailto:I.J.Phillips@swansea.ac.uk)  *If a DBS check is required, you must ensure the following statement is included in the job description;*  **A satisfactory DBS certificate must be provided before a start date can be confirmed** |

  