

POSITION DESCRIPTION

Crusaders

TITLE:	CRUSADERS ACADEMY PHYSIOTHERAPIST (CONTRACT FOR SERVICE – 40 HOURS PERS WEEK)
INCUMBENT:	
REPORTS TO:	CRUSADERS ACADEMY MANAGER
POSITION OBJECTIVE:	TO BE THE LEAD PROVIDER OF PROFESSIONAL PHYSIOTHERAPY TREATMENT TO THE CRUSADERS ACADEMY PLAYERS, HAVING FULL RESPONSIBILITY AND ACCOUNTABILITY FOR THE DELIVERY OF THE PHYSIOTHERAPY SERVICES TO THE GROUP. TO PROVIDE PHYSIOTHERAPY SERVICES TO THE CIA AS REQUIRED AND TO BE AVAILABLE TO ASSIST THE CRUSADERS AND CANTERBURY LEAD PHYSIOTHERAPIST AS NEEDED.
LAST REVIEWED:	AUGUST 2020
BY:	BUSINESS SUPPORT MANAGER AND ACADEMY MANAGER
NB:	THIS DOCUMENT IS SUBJECT TO REVIEW FROM TIME TO TIME, BUT NO LESS THAN ON AN ANNUAL BASIS.

Achievement of the position objective will be measured through the following key result areas.

1 Crusaders Academy Physiotherapy Duties

a. To take full responsibility and accountability for the delivery of the physiotherapy services to the Academy players including researching and planning for an innovative best practise service delivery model

EXPECTED RESULTS:

- The service is managed effectively, and the players receive the highest standard of medical service, injury prevention, injury assessment and rehabilitation.
- Best practice information is researched, and a successful service model is implemented, and delivered effectively.
- The service is planned well, and the timetable is managed effectively to cater for players time management needs. The service is delivered within budget and to a standard that meets the needs of both the players and the organisation whilst also allowing time to be available to support the Lead Physiotherapist.

b. To provide assessment and treatment, including liaising with other support staff, to ensure that all injured Academy players are diagnosed and appropriately treated.

EXPECTED RESULTS:

- All injured players receive appropriate consistent treatment immediately following injury-including the provision of an injury clinic on the day immediately post matches [as required].
- In consultation with the Academy Strength and Conditioning Coach, there is an aligned treatment and rehabilitation programme.
- Players make a full recovery thus minimising the inability to participate in training and games.

- c. To provide assessment and treatment, including liaising with other support staff and external providers, to the Crusaders International Academy 'CIA'.**

EXPECTED RESULTS:

- All injured players receive appropriate consistent treatment immediately following injury - including the provision of an injury clinic on the day immediately post matches [as required].
- In consultation with the CIA Strength and Conditioning Coach, there is an aligned treatment and rehabilitation programme.
- Players making full recovery thus minimising the amount of training and playing they are forced to miss.

- d. To co-ordinate with club and representative team physiotherapists to ensure that all injured players are diagnosed and appropriately treated.**

EXPECTED RESULTS:

- All training and playing injuries treated immediately.
- Develop system whereby Academy players are responsible for communicating directly with their club coach and medical staff the nature of their injury and their rehabilitation programme.
- Ensure players have followed through on this process and intervene if necessary.

- e. To liaise with other Crusaders and CRFU medical and fitness personnel to develop proactive programmes to minimise the risk of injury.**

EXPECTED RESULTS:

- Successful and effective programmes are in place and monitored.
- Consultation is held with Doctor/Medical Director and or Lead Physio to ensure injury risk is mitigated through programmes.

- f. To ensure that the Crusaders Academy Manager is briefed regularly on the injury status of players.**

EXPECTED RESULTS:

- Fully briefed Crusaders Academy Manager every Tuesday on injury status, and within 3 hours of a serious injury that requires hospitalisation.

- g. To maintain comprehensive player records.**

EXPECTED RESULTS:

- Up-to-date player records tracking medical, injury and recovery histories.
- Initial medical screening undertaken on all players entering the Academy at either Full or Apprentice level.

- h. To contribute to the overall culture of the Academy.**

EXPECTED RESULTS:

- Input into academy reviews and continual improvement processes throughout the programme year
- Participate in planning sessions for Academy programming.
- Attend weekly player and management meetings and provide input from medical and other areas where appropriate.

2 Other Physiotherapy Duties

- a. To assist, in close liaison with the Lead Physiotherapist, in the provision of physiotherapy services to Crusaders and Canterbury A players at Rugby Park, when Academy and CIA responsibilities allow.**

EXPECTED RESULTS:

- Provide strapping and injury assessment prior to training as needed.
- Provide appropriate treatment and rehabilitation for any injuries.
- Fitness test players as needed and at agreed times to finalise availability.

b. To provide advanced rehabilitation for any Long Term Injured players with the aim of a safe return to training and play as soon as is practical.

EXPECTED RESULTS:

- Rehabilitation plan is inclusive of player, medical, S&C, Academy Manager and PDM, and undertakes a monthly meeting approach as well as treatment/rehabilitation sessions scheduled throughout the week.

c. To liaise with other personnel to develop proactive programmes to minimise the risk of injury.

EXPECTED RESULTS:

- Programmes developed and implemented in conjunction with Lead Physiotherapist and Academy Strength and Conditioning staff.

d. To assist in the maintenance of medical and physio equipment and supplies at an appropriate level in conjunction with the Crusaders Physiotherapist and Medical Coordinator.

EXPECTED RESULTS:

- Fully equipped medical kits etc.
- Medical equipment and supplies budget adhered to

e. To assist in the maintenance of comprehensive player records.

EXPECTED RESULTS:

- Up to date player records tracking medical, injury and recovery histories in RugbyMed.

f. To provide match day physiotherapist services for the Crusaders Development Team and Canterbury U19 team, including travelling with the team(s) as required.

EXPECTED RESULTS:

- Up to date player records tracking medical, injury and recovery histories in RugbyMed.
- Provide strapping and associated game preparation as required.
- Provide pre-game treatment as required.
- Provide acute on-field assessment and immediate management of injuries.
- To communicate injury status of the player to the coaches and provide professional advice regarding the appropriate return of the player to field.
- Assist trainer with recovery strategies for individual players.
- Provide advice and management to players injured during the game.
- Contribute to overall team management plan from a medical and team culture aspect.
- Provide Injury Prevention and Rehabilitation for Athletes in both programmes when necessary.
- Provide medical services and contribute to team culture at all training sessions.

g. Support the CIA Manager in providing services as required.

EXPECTED RESULTS:

- To provide support in the development and delivery of the IHPU programme as appropriate.

3 Health and Safety

EXPECTED RESULTS:

- All occupational safety and health obligations are met to ensure a safe and hazard minimised place of work and ensuring you meet your obligations as a Contractor.
- Complies with the health and safety systems and emergency procedures in place throughout the business
- Encourages staff participation in the business's health and safety system
- Demonstrates a commitment to continuous health and safety improvement
- Ensures prompt and accurate reporting of all hazards, accidents and incidents
- Attends health and safety update training sessions scheduled

4 Professional Development

5 Any Other Duties

EXPECTED RESULTS:

- Any other duties as may be required from time to time to meet the needs of CRFU and Crusaders.

KEY AREAS OF AUTHORITY

Budget: Spending authority in line with delegated limits

FUNCTIONAL RELATIONSHIPS

Internal: Lead Physiotherapist
Crusaders Academy S&C
Canterbury M10 Coaches
Crusaders Academy Doctor
Crusaders International Academy Manager
Other Crusaders and CRFU medical personnel
Rep team coaches and medical staff
Academy playing personnel

External: NZRU medical personnel
Club coaches and medical personnel
Specialist medical personnel including surgeons and dentists

PERSON SPECIFICATION

Qualifications & Experience:

Essential

- Experience working in a Sport Medicine focussed practise.
- Experience in working with a sports team (preferably rugby) at a Club or representative level