

# POSITION DESCRIPTION

## Crusaders

<b>TITLE:</b>	<b>CRUSADERS ACADEMY PHYSIOTHERAPIST (CONTRACT FOR SERVICE – 40 HOURS PERS WEEK)</b>
<b>INCUMBENT:</b>	
<b>REPORTS TO:</b>	CRUSADERS ACADEMY MANAGER
<b>POSITION OBJECTIVE:</b>	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 BE AVAILABLE TO ASSIST THE CRUSADERS AND CANTERBURY LEAD PHYSIOTHERAPIST AS NEEDED.
<b>LAST REVIEWED:</b>	AUGUST 2024
<b>BY:</b>	BUSINESS SUPPORT MANAGER AND ACADEMY MANAGER
<b>NB:</b>	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 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.

- d. **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.

- e. **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.

- f. **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.

- g. **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 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 U20 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.

### **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 NPC Coaches  
Crusaders Academy Doctor  
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