JOB DESCRIPTION

JOB TITLE:	Lead U21's Physiotherapist
DEPARTMENT:	Academy Performance & Medicine
REPORTS TO:	Head of Academy Performance Services
LOCATION:	Sir Jack Hayward Training Ground, Compton
HOURS:	A minimum of 37.5 hours per week, exact hours and days to be agreed. Due to the nature of the role flexibility is essential. Attendance required at consultant appointments/special events/dinners/induction seminars.
DATE:	September 2026

We are Wolves. English football's original innovators.

As a founding member of the Football League, we boast one of the richest histories in the beautiful game, shaping modern football while always staying true to our Old Gold roots.

Our purpose is to make our pack proud by uniting our city, inspiring our communities and delivering unforgettable moments.

We challenge ourselves to be brave, embrace new ideas and take ownership of our actions, while earning trust through integrity, respect and humility. United as One Pack, we care for one another, celebrate our differences and work together to achieve more than we ever could alone.

At Wolves, we honour our past while shaping our future. Creating lasting memories for our supporters, our city and each.

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all colleagues and volunteers to share this commitment. This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding children, young people and adults at risk

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Job purpose

As PDP Physiotherapist you will lead on the medical provision for the U21 academy squad. This role will also involve work with the U18 squad and first team as required by the needs of the Club, particularly at high intensity workload periods. As a result, this role will contribute to the success and achievement of the academy programme. A key component of this role is the ability strive for excellence to ensure that the optimal service is provided for all academy players and the medical department. The role will form part of our PDP medical department and will be an integral clinical voice across this phase.

Key responsibilities

MANAGEMENT OF INJURIES

- Lead the provision of physiotherapy services to all players in the U21 Academy squad
- Support PDP rehabilitation players including players who return from Loan clubs.

- Implement evidence-based practice and utilise advanced clinical reasoning skills during the rehabilitation process.
- Demonstrate effective communication with all Academy MDT staff members at all times, providing information regarding player injury status and rehabilitation progress where appropriate.
- Ensure the management of injuries effectively meets its commitments to the players, coaches and senior management through clinical audit and accurate documentation.

INJURY PREVENTION

- Liaise with all MDT members on a daily basis in order to effectively communicate individual player availability and readiness to train.
- Work alongside the Academy Sport Scientists and Athletic Development Coaches in order to develop and implement effective injury prevention and pre-habilitation strategies across the U21 squad.
- Support with and deliver daily injury prevention strategies for all U21 players.
- Assist with the planning and implementation of the evidence based musculoskeletal screening/profiling of all players on a regular basis throughout the season.
- Ensure all U21 squad players have an individualised injury prevention programmes that are focused on addressing relevant injury risk factors.
- Ensure the delivery of injury prevention strategies effectively meets its commitment to the players, coaches and senior management through clinical appraisal and an evidence-based approach.

MEDICAL PROVISION AT MATCHES/TOURS

- Working with the U21 MDT to ensure appropriate physiotherapy match day cover and advanced medical care for all U21 squad fixtures and support other academy games when required.
- Ensure adequate support is present at all U21 Squad fixtures and training sessions to maintain standards set out in MEAP.
- Ensure all medical equipment and MEAP procedures are regularly reviewed and maintained at the training ground in line with EPPP criteria.
- Support with medical provision for all PDP squad training camps.

PRE-SIGNING MEDICALS/MEDICAL CONSULTATIONS

- Play an active role within the pre-signing medical of U21 squad players liaising closely with the Head of Academy Sport Science and Medical + Academy Doctors.
- When necessary, accompany players to medical consultations at short notice (either in this country or abroad), ensuring the player receives optimal care and advice at all times.

DEPARTMENT RESPONSIBILITIES

- Take an active role providing mentorship to YDP, FDP and Part time staff.
- Ensure that the Academy Performance Plan is regularly reviewed and updated to maintain EPPP category one status.
- Take a key role in implementing Academy Medical Department CPD sessions
- Ensure all key administrative tasks are completed and appropriately managed:
- Review and evolve the APPP document and update KPI targets.
- Support with the Ultralinq online system for all cardiac screens
- Review and update relevant Academy EAPs along with the Head of Academy Sport Science and Medical and Academy Doctor – annually.

- Input all medical notes onto the KitmanLabs system within 24 hours of completion.
- Complete monthly development targets focused on service development and continued professional development.
- Take an active role in the development of the medical aspect of the KitmanLabs system.
- Lead on the U21 Squad FA Wherabouts daily, with full responsibility for its accurate completion.

DEPARTMENT STRATEGY

- Take an active role as the Academy Medical Department strives to be regarded as a high performing department
- Contribute to the Medical Department strategy through;
- attendance at strategic planning meetings and contributing actively
- formulating designated project plans and getting these approved
- leading on designated projects, ensuring milestones are met, giving regular progress reports to stakeholders
- supporting other team members with their projects
- implementing outcomes of projects across the PDP/YDP

CONTINUAL PROFESSIONAL DEVELOPMENT

- Take responsibility for continued professional development and keeping an up to date portfolio of achievements.
- Strive to advance working practices both within the Medical Department, and in the wider sports physiotherapy setting by promoting and performing clinical research.

General responsibilities

- Compliance with Club policies
- Compliance with the Club's health and safety procedures
- Compliance with the Club's safeguarding policies
- To promote and support the Club's values;
    - **One Pack:** Collaborate, build trust and care for each other.
    - **Be Brave:** Be bold, honest, and embrace challenges with courage.
    - **Raise our Game:** Seek improvement and strive for excellence in everything we do.
    - **Own It:** Act with integrity and take full responsibility for actions and results on and off the pitch.
    - **Stay Humble:** Show respect, listen to others, and leave egos at the door.
- To work consistently to embed equality & diversity into the Club
- To undertake such other duties as may be reasonably expected
- To maintain professional conduct at all times

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all those associated with WWFC to share this commitment. This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding children, young people and adults at risk.

Equality, Diversity, and Inclusion

The post holder will demonstrate a strong commitment to equality, diversity, and inclusion, supporting the organisation's strategic aims to remove barriers and address inequality. You will play an active role in promoting an inclusive, discrimination-free environment that ensures fair access to opportunities and resources. This includes fostering a culture of dignity, respect, and belonging where everyone is empowered to contribute, perform, and reach their full potential.

Key relationships

- Head of Academy Performance Services
- Head of Academy Coaching
- Academy Manager
- U18 Head Coach
- U21 Head Coach
- PDP Senior Physiotherapist
- Loans and Transition Physiotherapist
- Lead Academy Doctor
- First Team Doctor
- Head of High Performance
- First Team Head Physiotherapist

Scope of job

- Flexibility in this role is essential – ability to work irregular and unsocial hours as required.
- Work may be subject to change with less than 24 hours' notice on occasions.
- Work will regularly be outside 'normal' working hours, in evenings, weekends and bank holidays.
- Attendance at consultant appointments/special events/dinners/tournaments.
- All annual leave is to be taken during breaks in the footballing season

PERSON SPECIFICATION

Job Title: Lead U21's Physiotherapist

Knowledge: the level and breadth of knowledge to do the job e.g. understanding of a defined system, method or procedure, legal or regulatory frameworks etc
Essential • Evidence of developing, implementing and evaluating physiotherapy programmes for young elite footballers • An understanding of working in the football environment with previous experience of working (PT/FT) as a physiotherapist in an academy setting or first team setting. • An understanding of the Elite Player Performance Plan including the audit process and categorisation of football academies • An understanding of Safeguarding children, young people and adults at risk. • Knowledge of Safeguarding legislation, policies and procedures (including reporting platforms and/or requirements). • Wellbeing knowledge in relation to supporting children, young people and adults at risk.
Technical/work-based skills: skills specific to the job e.g. language competence, typing skills, coaching skills etc
Essential • Ability to communicate fluently (in English), demonstrating advanced communication skills in order to meet the requirements of an individual • A positive attitude to information technology • Experience of developing and implementing innovative ideas and putting them into practice Desirable • Experience of using the KitmanLabs system to input medical notes / prehabilitation sessions
General skills and attributes: more general characteristics e.g. flexibility, communication skills, team working etc
Essential • Understanding of how to work safely with children and/or adults at risk and uphold generally accepted practice when working with those participants. • Promote, adhere to and implement the Club's Equality Policy and to work consistently to embed equality and diversity within Club. • Highly motivated individual that demonstrates a proactive attitude towards service development and demonstrates a passion for working as part of a MDT in professional sport • Excellent problem solving and decision making skills whilst working in a pressurised situations • Excellent time keeping and organisational skills • Personal integrity and the ability to invoke trust and respect from others • Open minded individual with a view of adopting new practices • Flexibility to travel in the UK and abroad is essential to meet requirements of the club. • Understanding of how to work safely with children, young people and adults at risk to uphold Safeguarding best practice. • Promote, adhere to and implement the Club's Equality Policy and to work consistently to embed equality and diversity within Club.

Experience: proven record of experience in a particular field, profession or specialism.
Essential • An understanding of working in the football environment with previous experience of working (FT) as a physiotherapist in an academy setting • Experience in the provision of physiotherapy to young elite athletes • Experience of utilising injury prevention strategies in a professional sporting environment • Experience of developing and implementing innovative ideas and putting them into practice • Experience of clinically assessing, diagnosing and rehabilitating a wide range of neuromuscular and orthopaedic conditions in young elite athletes • Experience of modifying training and rehabilitation programmes in order to address an individual's needs, demonstrating advanced clinical reasoning skills • An understanding of the Elite Player Performance Plan including the audit process and categorisation of football academies • Experience of modifying training and rehabilitation programmes in order to address an individual's needs, demonstrating advanced clinical reasoning skills • Advanced personal commitment to continuous professional development • Experience of working within a multi-disciplinary team in a professional sporting environment Desirable • Working with children and/or vulnerable adults
Qualifications: the level of educational, professional and/or occupational training required
Essential • BSc Physiotherapy or equivalent • MSc (completed or working towards) • Minimum of 3 years membership to the Chartered Society of Physiotherapy (MCSP) and registration with the Health and Care Professions Council (HCPC) • Advanced pitch side first aid qualification • Post-holder will be subject to a DBS check at the appropriate level and cleared by the Wolves Head of Safeguarding • Full UK driving license and car • FA ATMMIF qualification • Post-holder must hold or obtain at the earliest opportunity and maintain the relevant safeguarding training (i.e. FA Safeguarding Children Workshop). • Post-holder will be subject to a DBS check at the appropriate level and cleared by the Wolves Safer Recruitment Group