



## JOB DESCRIPTION

**JOB TITLE:** 1st Team Soft Tissue Therapist  
**DEPARTMENT:** Performance  
**REPORTS TO:** Senior Soft Tissue Therapist  
**LOCATION:** Sir Jack Hayward Training Ground, Compton Park with travel where required  
**HOURS:** A minimum of 37.5 hours per week. 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  
**DATE:** September 2025

**We are Wolves. Progressive, determined, bright, unified and humble. A pack that is hungry for success. Wolves is one of the fastest growing professional football clubs in the UK, and also boasts one of the richest histories in the beautiful game.**

Formed in 1877, Wolves was a founder member of the Football League, and was one of the country's most successful sides in the fifties and sixties. During a two decade spell the Black Country's most decorated side won three First Division titles and one of its four FA Cups.

Fast forward 70 years and Wolves are back among football's European elite, but this time we will compete as a sports and entertainment business across multiple brand verticals. As a challenger club, Wolves dare to be different, which is why creating world class propositions in Esports, Motor Racing, Fashion and Music are all part of our ambitious plans.

At Wolves, we don't simply look to the future, we seize it.

**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 and to ensuring that Wolves is free from discrimination and harassment.**

---

### Job purpose

To play a key role in the Performance Department for Wolves, delivering optimal soft tissue interventions to facilitate injury prevention and management strategies.

To ensure that all kit and equipment is appropriately maintained and stocked, and correctly packed and sent to all matches/training camps.

---

### Key Responsibilities

MANAGEMENT OF INJURIES

September 2025



- In collaboration with the First Team Physiotherapists and the Senior Soft Tissue Therapist, deliver optimal therapy services to Wolves First Team players to facilitate the rehabilitation process.
- In collaboration with the Physios and Senior Soft Tissue Therapist, monitor key objective and subjective markers daily in order to help therapy prescription.
- Work collaboratively with the Medicine and Science team to strive for best-practice in all aspects of player management.
- Demonstrate exceptional communication with all multi-disciplinary team members in order to ensure clarity of injured player management.
- To work collaboratively with the performance team throughout the rehabilitation process, respecting appropriate roles and responsibilities.
- Feedback requested/relevant information to physiotherapy staff when supporting the rehabilitation of injured players.
- Be comfortable accepting direction and feedback from Physiotherapy staff and the senior soft tissue therapist, whilst simultaneously being comfortable to offer constructive feedback and suggestions to the lead therapist for a particular player.
- To be prepared to cross cover Academy Physiotherapy roles for all professional age groups as required for the smooth running of the department
- To accurately and comprehensively complete medical notes within 24 hours of any treatment in the medical records system.

#### INJURY REDUCTION

- To communicate effectively each morning with the MDT providing information to inform individual player availability and readiness to train.
- Work with players on a daily basis prior to training, implementing corrective strategies as directed by the Physiotherapy team.
- To contribute to player screening where appropriate as requested by the Head of First Team Medical Services.
- To deliver recovery protocols/maintenance treatments on training days.
- To deliver recovery protocols on match days, and match day +1/+2 training days as the training programme requires.

#### MEDICAL PROVISION AT MATCHES/TOURS

- To assist with match day therapy delivery for the First Team at both home and away games as required in order to effectively manage workloads. This may require staying overnight the day before Match days at both Home and Away games.
- To assist with Player extrication procedures as directed by the Lead Match day Doctor, and according to pre agreed match day EAP processes.
- When not attending Match days, to provide treatment cover for injured players who are training at Compton on Match Days.
- To assist with forward planning of overseas trips, and be part of an 'advanced party' to travel early to camps in order to set up and prepare facilities if required.



## EQUIPMENT AND LOGISTICS MANAGEMENT

- To support with the management of consumables, ensuring correct levels of stock are ordered and present in the Physiotherapy facilities at both Compton and Molineux, and all stock is correctly logged.
- To be responsible for the daily upkeep and maintenance of physiotherapy equipment eg. Compex, Game Ready, Laser, ensuring that they are safe and operational at all times, and correctly stored/logged.
- To support in the packing of all physiotherapy and medical kit and equipment for home and away games, and overseas travel.
- To support in the monitoring, operation and maintenance of all hydrotherapy facilities at Compton and Molineux.
- Maintain relevant Hydrotherapy maintenance training.
- To contribute to the safe and appropriate use of our Cryotherapy chamber.

## CONTINUAL PROFESSIONAL DEVELOPMENT

- Work towards designated SMART (Specific, Measurable, Attainable, Realistic, Timed) targets for personal development and departmental progression in collaboration with the Senior Soft Tissue Therapist.
- Keep a Personal Development Plan (PDP) which highlights areas for development and allows us to afford you the time and resources to work towards these objectives wherever possible.
- To meet with Senior Soft Tissue Therapist on a monthly basis to discuss and review SMART Targets.
- To maintain the relevant level of trauma training on an annual basis.
- Take responsibility for your own continued professional development, ensuring that you attend regular courses/conferences and keeping an up to date portfolio of achievements. Appropriate funding will be available for courses / conferences – this is to be assessed on a case-by-case basis and will be linked to your Personal Development Plan / SMART Targets.
- Support in the organisation of CPD for staff- helping to co-ordinate emergency aid training, in-house speakers, Journal Club, socials etc on a bi-monthly basis.

## ANY OTHER DUTIES

- To assist with pitch-side trauma cover during training sessions when requested by Head of First Team Medical Services.
- You may at time be required to carry out additional tasks / reasonable duties not outlined in this job description.



### **General responsibilities**

- Compliance with Club policies
- Compliance with the Club's health and safety procedures
- Compliance with the Club's safeguarding policies
- To promote the Club's values
- 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**

- This role involves working with children and/or vulnerable adults in a Regulated Activity (or in closed proximity to children and/or vulnerable adults). This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding vulnerable people.

---

### **Key relationships**

- Head of First Team Medical Services
  - Senior Soft Tissue Therapist
-



## Person Specification

**Job Title:** 1st Team Soft Tissue Therapist

**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

- Experience of treating elite athletes as part of a Multi-disciplinary team.
- Knowledge of injury management in elite sports.
- Exceptional soft tissue therapy skills.

**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
- Excellent problem solving and decision-making skills whilst working in pressurised situations
- Highly motivated individual that demonstrates a pro-active attitude towards service development and demonstrates a passion for working as part of an MDT in professional sport
- Personal integrity and the ability to invoke trust and respect from others
- Open minded individual with a view of adopting new practices
- Advanced personal commitment to continuous professional development
- Excellent time keeping and organisational skills

**General skills and attributes:** more general characteristics e.g. flexibility, communication skills, team working etc

### Essential

- Ability to prioritise own workload
- A positive attitude to information technology
- Understanding of how to work safely with children and/or vulnerable adults 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
- Exceptional communication skills using various mediums.
- An ability to work collaboratively with other disciplines.
- An ability to respect roles and responsibilities of other practitioners.
- To have a problem solving attitude that is open to change and innovation.

**Experience:** proven record of experience in a particular field, profession or specialism.

### Essential

- Experience in the provision of soft tissue therapy to elite athletes
- Evidence of using soft tissue therapy skills in the prevention and management of sports injuries
- Experience of working within a multi-disciplinary team in a professional sporting environment
- An understanding of working in the football environment with previous experience of working in an elite sport setting
- Experience of developing and implementing innovative ideas and putting them into practice



Desirable

- Working with children and/or vulnerable adults

Qualifications: the level of educational, professional and/or occupational training required

Essential

- Relevant soft tissue therapy qualification
- Full UK driving license and car
- This position is subject to a satisfactory DBS check. The successful candidate must have a clear and appropriate DBS certificate in place prior to commencing employment, in line with our safeguarding obligations

Desirable

- FA ATMMiF trained
- BSc in Therapy or Rehabilitation Discipline
- MSc level degree