JOB DESCRIPTION

JOB TITLE: First Team Physiotherapist
DEPARTMENT: Medical
REPORTS TO: Head of First Team Medical Services
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 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

---

Job purpose

To play a key role in the Performance and Medicine department for Wolves, delivering optimal injury management and risk reduction strategies to optimise player health, and increase availability for training and selection.

Key responsibilities

MANAGEMENT OF INJURIES

- Deliver first class physiotherapy services to all players in the first team, striving to return players from injury in the most efficient timeframe possible.
- Work collaboratively with the Performance and Medicine team to strive for best practice in all aspects of player injury management.
- Implement evidence-based practice and utilise advanced clinical reasoning skills throughout the rehabilitation process.
- Demonstrate exceptional communication with all multi-disciplinary team members in order to ensure clarity of player management.
- To work collaboratively with the Performance team throughout the rehabilitation process, respecting appropriate roles and responsibilities.
- Feedback requested information and progress reports in a timely manner to the Head of First Team Medical Services, First Team Doctor and Director of Performance.
- To communicate clearly and effectively with the Head of First Team Medical Services, First Team Doctor and Director of Performance in relation to the status and progress of injured players under your care.
- Produce an injury management plan for injured players under your care. This will demonstrate the likely evolution of the injury and take account of realistic milestones in the recovery pathway.
- Produce a daily treatment plan for players under your care, which is aligned with the injury management plan and take account of appropriate clinical and functional markers in order to demonstrate progress.
- To work in manner that supports the philosophy of Shared Decision Making in injury management.
- To accurately and comprehensively complete medical notes within 24 hours of any treatment.

INJURY REDUCTION

- To communicate effectively each morning with the Performance Team providing information to inform individual player availability and readiness to train.
- Work alongside the Performance team to influence the players' pre-activation and injury prevention routines.
- Work with players on a daily basis prior to training in order assess their functional status and implement any corrective strategies prior to training.
- Work collaboratively with the Performance team, contributing to individualised injury prevention programmes focused on addressing relevant injury risk factors as identified following both screening and analysis of previous injury history.
- Work collaboratively across the Performance Team to analyse injury patterns and adjust preventative programmes accordingly in order to mitigate the risk of injury.
- To assist with post-match recovery protocols on match days, and match day +1/+2 training days as the training programme requires.

MEDICAL PROVISION AT MACHES/TOURS

- To provide match day cover 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 provide pitch side trauma care at First Team games.
- When not attending Match days, to provide rehabilitation cover for injured players who are training at Compton on Match Days.
- To assist with Match Day +1 injury clinics where required to allow effective management of workloads. This will be irregular and on a rota basis.
- Attend training camps and overseas tournaments as required.

PRE-SIGNING MEDICALS / MEDICAL CONSULTATIONS

- Play an active role in the pre-signing medical of players as required.
- 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.

CONTINUAL PROFESSIONAL DEVELOPMENT

- In line with our HR policies, keep a Personal Development Review (PDR) which highlights areas for professional development.
- To meet with Head of First Team Services on a 3 monthly basis to discuss and review PDR targets.
- Undertake the required training in line with FAPL / EFL for ATMMIF training (this will be funded by the club).
- Take responsibility for your own continued professional development, ensuring that you attend regular courses/conferences – this is to be assessed on a case-by-case basis and will be linked to your PDR.
- Strive to advance working practices both within the Medical Department, and in the wider sports physiotherapy setting by promoting and performing clinical research.

ANY OTHER DUTIES

- Actively support and champion the Performance and Medicine Strategy.
- Lead and support strategic projects as directed by the Head of First Team Medical Services, including formulating project plans, communicating with stakeholders and meeting deadlines as required.
- Attend and contribute to all routine and ad hoc meetings as directed by the Head of 1st Team Medical Services
- Attend and be an active participant in internal CPD opportunities as directed by the Head of 1st Team Medical Services and to assist with pitch-side trauma cover during training sessions when requested.
- You may at time be required to carry out additional tasks / reasonable duties not outlined in this job description.
- To follow and enforce best practice in relation to Safeguarding policies and processes including but not limited to reporting procedures.
- To work alongside the Safeguarding Team and Designated Safeguarding Leads to ensure safeguarding standards are met and maintained.

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

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.

Safeguarding Statement

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.

Key relationships

- Head of First Team Medical Services
- Director of Performance
- First Team Doctor

PERSON SPECIFICATION

Job Title: First Team 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 • Knowledge of Physiotherapy • Knowledge of injury management in elite sports • Knowledge of advanced pitch side trauma care • 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 • 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 and that of colleagues • A positive attitude to information technology • 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 • 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 • Significant experience in the provision of physiotherapy to elite athletes

- Evidence of developing, implementing and evaluating physiotherapy programmes for elite footballers
- 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 as a physiotherapist in an elite sport setting
- 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 elite athletes
- Experience of modifying training and rehabilitation programmes in order to address an individual's needs, demonstrating advanced clinical reasoning skills
- Experience of implementing profiling and screening methods for elite athletes
- Experience of utilising injury prevention strategies 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 in Physiotherapy
- Membership to the Chartered Society of Physiotherapy (MCSP) and registration with the Health and Care Professions Council (HCPC)
- FA ATMMiF trained (or ability to work towards)
- Full UK driving license and car
- 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

Desirable

- MSc (completed or working towards)