



JOB DESCRIPTION

JOB TITLE: 1st Team Sports Rehabilitator
DEPARTMENT: Performance
REPORTS TO: Head of 1st 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 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 injury management and risk reduction strategies to optimise player health, and increase availability for training and selection.

Key Responsibilities

MANAGEMENT OF INJURIES

September 2025



- Deliver first class rehabilitation and treatment strategies 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 whilst treating players and 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 taking direction from the physiotherapists and respecting relevant roles and responsibilities.
- Feedback requested information and progress reports in a timely manner to the Head of First Team Medical Services and First Team Lead Doctor.
- To communicate clearly and effectively with the Head of First Team Medical Services, First Team Lead 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 implement robust Return to Full Training testing. This should take into account key determinants of performance for Premiership football players, be specific to player position and be delivered in collaboration with Performance Staff.
- To support in the management and care of 1st Team loans / players transitioning from u21 to 1st team.
- To accurately and comprehensively complete medical notes within 24 hours of any treatment in the Wolves Medical notes system.

INJURY REDUCTION

- To communicate effectively each morning with the Performance and Medicine 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 and manual treatments 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 with the medical and science team to analyse injury patterns and adjust preventative programmes accordingly in order to mitigate the risk of injury.
- To complete Periodic Health Screening as required, and contribute to injury reduction strategies as a consequence.
- Collect and provide information as requested by the Head of 1st Team Medical Services and Director of Performance for the completion of ongoing Injury Audits.



- 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 MATCHES/TOURS

- To provide match day cover for the First Team at both home and away games as required by the Head of 1st Team Medical Services and Director of Performance 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 matches
- To provide treatment and rehabilitation 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 overseas or domestic Training camps.

CONTINUAL PROFESSIONAL DEVELOPMENT

- Work towards designated SMART (Specific, Measurable, Attainable, Realistic, Timed) targets for personal development and departmental progression in collaboration with Head of 1st Team Medical Services.
- 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 Head of 1st Team Medical Services on monthly basis to discuss and review SMART Targets.
- Undertake the required training in line with the FAPL rules 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 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.
- Strive to advance working practices both within the Performance 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 1st 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



- To assist with pitch-side trauma cover during training sessions when requested by Head of 1st Team Medical Services.
 - You may at time be required to carry out additional tasks / reasonable duties not outlined in this job description.
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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
 - 1st Team Doctor
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Person Specification

Job Title: 1st Team Sports Rehabilitator

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

- Sound knowledge of Sports Rehabilitation
- Knowledge of injury management in elite sports
- Knowledge of advanced pitch side trauma care

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 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

- Significant experience in the provision of rehabilitation and treatment to elite athletes
- Evidence of developing, implementing and evaluating 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 Sports Rehabilitator 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 Sports Rehabilitation
- Membership of British Association of Sports Rehabilitators (BASRaT)
- FA ATMMiF trained
- 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

- Additional languages
- MSc in Sports Rehabilitation or equivalent