



est. 1878

**NORTHAMPTONSHIRE**  
COUNTY CRICKET CLUB

## **EMPLOYMENT PACK**

**Head Physiotherapist**

**&**

**Clinical Lead**



## **INTRODUCTION AND OVERVIEW**

Northamptonshire County Cricket Club (NCCC) has been in existence since 1878 – initially participating in the Minor Counties Championship which it won in both 1903 & 1904. In 1905, it gained first class status and has participated in the County Championship ever since. Now it is one of 18 established first class counties in the country.

The Club's honours list includes triumphs in the Gillette Cup 1976, Benson and Hedges Cup 1980, NatWest Trophy 1992, and T20 Blast in 2013 and 2016. In the 2019 Championship (pre-Covid-19), the Club had been promoted back to the First Division of the County Championship.

## **CLUB VISION AND VALUES**

The Club is ambitious to build on our senior successes and to develop outstanding cricketers for the future.

Northamptonshire CCC has a pivotal role in the development and delivery of successful and enjoyable cricket at all echelons of the game within the county and beyond.

The Club places great store on developing a supportive, 'family' atmosphere within the organisation to allow each employee to reach his/her full potential. The successful working environment is reflected in the fact that many key personnel at the Club have been involved for many years whilst the organisation continues to strive to seek out and implement modern innovative practices both on and off the cricket field.

## **JOB ROLE**

**ROLE:** Head Physiotherapist & Clinical Lead

**HOURS:** Full-time employed

**SALARY RANGE:** Competitive, relative to skills/experience, pension.

NCCC are inviting applications for this important role in their clinical team. Reporting to the Director of Cricket (and ultimately the Chief Executive), the head physiotherapist will lead and co-ordinate physiotherapy services to all NCCC players. He/she will co-ordinate clinical care with the Club's Chief Medical Officer (CMO), Club Psychologists, Strength and Conditioning Coaches, ECB clinical personnel and outside medical consultants.

The head physiotherapist will be responsible for preparing the senior playing squad for domestic First Class, One-Day/50-over, T20 competitions, Second XI and the Club's Academy and Pathway programmes. The post holder will be responsible for line-managing a second physiotherapist position and ensuring physiotherapy services are delivered to the Club's 2nd XI squad, Academy and Pathway programmes.

Attendance and service provision for the First XI at all home and away fixtures, as well as training sessions, will be required.

The head physiotherapist will liaise with the ECB's S&M team regarding support and management for current and potential England international squad and pathway programme players at the Club. The post holder will lead on delivery of the annual review in the ECB's Cricket S&M Audit and will be responsible for communicating key findings and actions to the Director of Cricket and Chief Executive

The successful applicant will demonstrate high-standard clinical skills, and have experience working in a team environment with elite athletes/high-performing teams. Experience leading and managing a clinical team is desirable. Previous employment working within cricket is beneficial but not essential.

Registration with the HCPC and Chartered Society of Physiotherapists is required.

The role does require extended hours and regular travel throughout the UK during the County season (April-September) which will include weekends and Bank holidays. There may be requirement to attend an overseas tour during the off-season.

## **JOB DESCRIPTION**

**Job Title:** Head Physiotherapist & Clinical Lead

**Employer:** Northamptonshire County Cricket Club

**Location:** Based at Wantage Road, Northampton, with regular travel with the team, both within the UK and occasionally internationally.

**Employment Status:** Full-time employed

**Line Manager/reports to:** Director of Cricket

**Direct Reports:** Second XI/Academy and Pathway Physiotherapist

### **Key Relationships:**

Chief Executive

Director of Cricket

Coaching team – 1<sup>st</sup> XI; 2<sup>nd</sup> XI; and Academy

Lead Strength & Conditioning Coach

Club Medical Officer (CMO)

Club Psychologist

### **Purpose of the job:**

To lead physiotherapy provision and support to NCCC's professional, academy players and pathway programme players.

To co-ordinate with the S&C team to best prepare NCCC players for performance and to maximise player availability.

To lead on delivery of the annual review in the ECB's Cricket S&M Audit and communicate key findings and actions to the Director of Cricket and Chief Executive.

To ensure required standards of medical governance and Duty of Care are met (working collaboratively with the CMO) so that all players are able to operate within a safe and supportive environment.

To liaise with the ECB's S&M team regarding support and management for current and potential England international squad and pathway programme players at the Club.

## **Roles and Responsibilities:**

### **Professional Standards**

- Work within the rules of the UK Professional Code of Conduct standards and guidelines.

### **Clinical Provision**

- Manage and develop the physiotherapy service provision, delivery and facilities for senior, academy, and pathway programmes in accordance with the ECB's County Partnerships Agreement.
- Attendance and service provision for the First XI at all training sessions, home and away fixtures and overseas camps/tours. This includes the provision of pitch-side critical care.
- The role requires extended hours and regular travel throughout the UK during the County season (April-September) which will include working on weekends and Bank holidays. There may be requirement to attend an overseas tour during the off-season (October-March).
- Oversee, undertake and manage clinical care in conjunction with the Club's CMO for all senior, academy and pathway programme players, including medical screening (including cardiac screening, concussion screening, TUEs, UKAD compliance and skin cancer screening), musculoskeletal profiling, injury/illness analysis and fitness testing.
- Lead on the management of player injury and illness and liaise with CMO appropriately including discussing the requirement for onward further investigation/imaging and tertiary consultant referral.

- Manage the provision of support networks for all professional and academy players in terms of player welfare including access to psychology, well-being and nutritional expertise.
- In conjunction with other key personnel to optimize the physical and mental preparation of all NCCC players for cricket performance, as well as enabling wellbeing support, facilitating quality clinical care and ensuring good governance and processes underpin the department.
- Responsibility for always respecting the players' confidentiality. Recognise that your first responsibility is to the player and will treat all information regarding the injury/ illness as confidential. The physiotherapist will not pass on any information regarding the injury/ illness to any other person within NCCC or elsewhere without the player's consent.
- To provide effective provision of assessment, diagnosis. and treatment programmes for the professional and academy squads, including maintaining written records in accordance with legal requirement as per HCPC, CSP and ECB guidelines and entered onto the ECB's Injury Management Database ('Cricket Squad').
- Manage the Club's onsite Medical and Physiotherapy facility and associated equipment.
- Ensure that all senior and academy players have valid concussion testing baselines as per ECB Concussion Guidelines.

### **Managerial Responsibilities**

- Line-manage the second full-time Physiotherapist including delivery of an annual performance review and conducting a structured programme of continuing professional development.

### **Education and Continuing Professional Development**

- Undertake appropriate professional development to keep abreast of world's best practice and current evidence-based research. Have an extensive knowledge of injury management pathways in elite sports medicine. CPD objective will be set in an annual performance review.
- Contribute to the Club's in-service training programme and CPD sessions.

- Ensure all Physiotherapists employed/contracted by the Club have current qualification in the ECB's Cricket Trauma Management course, maintain all relevant Emergency Care equipment and consumables, and co-ordinate the Emergency Care teams including leading ongoing training/practice.
- Attend the ECB's annual Science and Medicine Conference and any other professional development training/activity.

### **Player Workload Management and Liaison with Performance Staff**

- Utilizing screening and assessment findings, engage with coaching staff to set bespoke physical preparation programmes for performance and maximum availability with each player.
- Ensure and support ongoing player monitoring with S&C and coaching staff, including workload management, and any other relevant physical and/or mental parameters.
- Facilitate multi-disciplinary meetings with the S&M team and CMO and, where appropriate, coaching staff regarding relevant player issues, such as rehabilitation and return to play planning.
- Communicate non-confidential and/or consented headline availability and fitness status information with the Director of Cricket and coaching staff.

### **Audit**

- To participate in any required in-house clinical audit programmes
- Lead on preparation and delivery for the Club's annual ECB S&M Audit to review and quality assure processes, resources and effectiveness of the department, and communicate key findings and actions of the Audit to the Director of Cricket and Chief Executive.

### **ECB Liaison**

- Liaise with the ECB's S&M team regarding support and management for current and potential England international squad and pathway

programme players at the Club. Co-ordinate and deliver clinical support at the Club for those identified players and ensure ongoing communication with relevant ECB S&M staff.

*Note: The Job Description summarizes the major role and responsibilities of the job. It is not intended to exclude the job holder being asked to undertake any other activities as required from time to time by the Director of Cricket, nor future changes to the job holder's responsibilities. The precise duties and responsibilities of any job may be expected to change over time. Job holders will be consulted over any proposed changes to this job description before implementation.*

## **Qualifications and Key Competencies:**

### **Essential**

- BSc (Hons) degree in Physiotherapy.
- Current member of the Chartered Society of Physiotherapists (CSP) and registered with the Health Care Professions Council (HCPC).
- Minimum of five years' post-graduate experience in the provision of physiotherapy services
- Minimum of three years' experience working in an elite sports environment or relevant similar environment.
- Proven/demonstrable experience and skills in areas of musculoskeletal assessment, manual therapy and exercise prescription.
- Good communication skills
- High level of professional conduct.
- Experience of using a medical data system to ensure the secure and efficient storage of all treatment and other medical data.
- Highly motivated with a passion for working within an elite cricket environment.
- In date LUBAS Cricket Trauma Management Qualification or equivalent qualification recognised by the ECB and Association of Chartered Physiotherapists in Sports and Exercise Medicine.
- Full UK Driving Licence.
- The successful applicant will be required to complete a Disclosure Barring Service (DBS) check.



## **Desirable**

- Experience working in cricket is preferred, but not essential.
- A postgraduate qualification specializing in Sports Physiotherapy/Sports and Exercise Medicine/Sports Rehabilitation.
- Knowledge of Strength and Conditioning principles.

## **Personal Attributes, Aptitudes and Abilities**

- Ability to motivate, persuade, support and influence individuals and organizations.
- A commitment to equal opportunities and working towards equality standards.
- Flexibility to work extended hours including Bank Holidays and weekends.
- Excellent communication and inter-personal skills, both written and verbal.
- A positive attitude with initiative, focus and drive.
- Patience with an orderly approach to problem solving.
- Ability to work independently and effectively under pressure.
- Have good organizational skills
- Ability to work within a team and contribute to the overall success of the team and the Club.
- Interact effectively with all departments and personnel at the Club.
- Contribute positively at all times to a pleasant and friendly atmosphere throughout the Club.
- Commitment to work to the Club standards and within formalized rules, regulations, policies and procedures.

## **SPECIAL CONDITIONS**

The post holder will be based at the Northamptonshire County Ground.

Due to the nature of the work the post holder will carry out his/her duties as such times/days which are most effective to perform the tasks required. This may involve some out of hours work – evenings, weekends, Bank Holidays, as necessary. The Club may require attendance at events, presentations, meetings at various times.

The policies of the Club reflect a 52-week, 7-day operation for all cricket provision.

## **EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT**

It is the policy of NCCC to treat all employees and job applicants fairly and equally regardless of age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Furthermore, NCCC will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above situations.

We recognize and value the difference and individual contribution that people make to the organization. We strive to ensure that diversity as well as equality is embedded in all our policies, procedures and practices, responding to employees' needs and encouraging employee development to increase their contribution to effective service delivery.

### **HOURS**

Full time employed.

### **SALARY**

Competitive, relative to skills/experience.

### **HOLIDAYS**

33 days per annum (pro rata) which includes the 8 statutory Bank Holidays in England & Wales.

### **PENSION SCHEME**

Automatic Enrolment into the Now Personal Pension Plan. Matched employee contributions up to a maximum contribution of 5% of Basic Salary.

**TO APPLY**

To apply for the role please send a covering letter detailing your suitability for the role and a current CV to [HR@nccc.co.uk](mailto:HR@nccc.co.uk). Closing date for applications is 2<sup>nd</sup> July 2021.

Interviews to be held during July 2021