
The Albion Foundation

Job Description — Sports Therapist

Grade	Grade 2	Starting Salary	£27,500 pro rata	Band: £27,500 – £28,999
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Section 1 — Role Identity

Job Title	Sports Therapist	Grade	2
Reporting To	Head of Sport	Department / Programme Area	Football for All
Location / Sites	Ray Hall Lane/Training Sites	Contract Type	10 months
Hours per Week	18 hours	Date of Last Review	

Section 2 — Role Purpose

The Physiotherapist / Sports Therapist delivers high-quality injury management, rehabilitation and player welfare support to participants within the Girls' Games Programme (GGP) and Emerging Talent Centre (ETC), MJPL & Post 16 programmes ensuring activity meets TAF safeguarding, medical and player development standards. The role supports the health, wellbeing and safe participation of players through evidence-based assessment, treatment and rehabilitation provision. Without this role, appropriate medical support and player care across all football pathways would not be consistently maintained.

Section 3 — Key Responsibilities

1.	Delivers high-quality physiotherapy and sports therapy provision to players across the ETC, GGP, MJPL & POST Programme's ensuring participants can train and compete safely within an appropriate medical framework.
2.	Plans and delivers assessment, treatment, rehabilitation, and injury prevention programmes that meet the individual needs of players and support long-term athletic development.
3.	Maintains accurate medical records, injury data and player welfare information in accordance with FA requirements, professional standards and GDPR regulations.
4.	Maintains awareness of and adheres to all relevant health and safety, safeguarding and clinical governance requirements, ensuring treatment environments and equipment remain safe and compliant.
5.	Builds positive relationships with players, parents/carers, coaches, and multidisciplinary staff, providing clear communication regarding injury status, rehabilitation plans and player welfare.
6.	Contributes to the development of player support programmes by sharing medical insight, injury trends and welfare considerations with coaches and colleagues.
7.	Assesses, diagnoses, and manages injuries and illnesses, delivering effective treatment and rehabilitation programmes that support a safe return to training and competition.
8.	Provides pitch-side medical support during training sessions and matches, ensuring appropriate first response, injury management and player welfare provision.
9.	Works collaboratively with coaches, strength and conditioning staff and other multidisciplinary practitioners to support player development, injury prevention and performance outcomes.
10.	Promotes the physical and mental wellbeing of players through education, injury prevention strategies and appropriate referral pathways where additional support is required.

All Albion Foundation Staff — Generic Responsibilities

- Promote a positive and professional image at all times, including appearance and punctuality.
 - Have an understanding of The Albion Foundation's departments and projects and encourage additional participation.
 - Attend performance reviews, staff meetings and training as requested.
 - Any other duties deemed appropriate by line manager or equivalent. Where additional duties become a permanent and significant feature of the role, a job description review should be requested.
 - Demonstrate and uphold TAF's values, adhering to the Staff Code of Conduct.
 - Conform to TAF's Safeguarding policy, demonstrating a commitment to safeguarding and the welfare of all young people and vulnerable adults.
 - Conform to TAF's Equality and Diversity policy and champion improvements.
 - Attend and participate in INSET/training days and continually commit to building personal Continual Professional Development.
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Section 4 — Scope and Accountability

4a — Line Management Responsibility

Delivery Coach roles do not carry formal line management responsibility. Experienced Delivery Coaches may informally support new starters or volunteers — this should be noted below if applicable.

Informal mentoring / support (if applicable)	Provides medical guidance and support to coaches and multidisciplinary staff regarding player welfare and injury management.
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4b — Budget Accountability

Delivery Coach roles do not hold budget accountability. Note any programme resources or equipment the role is responsible for managing.

Resources / equipment accountability (if applicable)	Medical equipment, first aid supplies, treatment resources and injury management records used within ETC, GGP, MJPL & Post 16 provision.
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4c — Programme and Audience Reach

Programme(s) delivered	Girls' Games Programme (GGP) and Emerging Talent Centre (ETC) Post 16 MJPL
Sites / locations	Sandwell Academy and match day venues
Audience types (e.g. primary, secondary, disability, adult)	Female Players aged 8-16 Post 16 Players MJPL Team Players
Typical weekly delivery hours	18 hours

Section 5 — Person Specification

Area	Essential	Desirable
Qualifications & Licences	Degree in Physiotherapy or Sports Therapy, Enhanced DBS, Emergency First Aid, Safeguarding Level 1, ITMMiF qualification	HCPC Registration, Membership of the Society of Sports Therapists
Experience	Experience delivering physiotherapy or sports therapy within a sport or player development environment	Experience working within female football and talent development pathways
Knowledge	Understanding of injury assessment, rehabilitation, safeguarding and player welfare	Knowledge of injury surveillance, audit processes and performance environments
Skills	Ability to assess, treat and rehabilitate injuries; strong communication and relationship-building skills; organised and reliable record keeping	Experience contributing to multidisciplinary player development programmes
Personal Attributes	Lives by TAF values; commitment to equality, diversity and inclusion; enthusiastic, positive and resilient	Commitment to ongoing CPD and evidence-based clinical practice

Section 6 — TAF Values

All TAF staff are expected to demonstrate the four organisational values in their day-to-day work. The behaviours below describe what living each value looks like at TAF — they apply to every role and grade.

TAF Value	Observable Behaviours — universal across all grades and roles
Show Integrity "Do the right thing"	<ul style="list-style-type: none"> Always tries to do the right thing by others and the organisation Can be relied upon to do their best work when not supervised Transparent and honest — does not cover up mistakes
Go Above and Beyond "Get it done"	<ul style="list-style-type: none"> Has a can-do attitude; does not wait to be asked Will do what it takes to get the job done Goes the extra mile consistently, not just occasionally
Find a Better Way "Find solutions"	<ul style="list-style-type: none"> Has a growth mindset — open to change and new approaches Invests in their own learning and CPD proactively Brings solutions rather than just problems
Inspire to Achieve "Make things better"	<ul style="list-style-type: none"> Brings energy to the organisation on a daily basis Finds the spark in others and motivates them to achieve more Inspires participants, colleagues or community to believe in themselves