

# TASS Physiotherapy Practitioner Lead

## Job Description and Person Specification

<b>Salary Scale:</b>	Grade 5 (competitive)
<b>Hours of Work:</b>	0.8 FTE
<b>Work Area:</b>	National (England)
<b>Office Base:</b>	TASS National Office, Newcastle upon Tyne. (Home office base may be an option)
<b>Responsible to:</b>	Strategic Lead, TASS Service Delivery
<b>Responsible for:</b>	None
<b>Key relationships:</b>	TASS Head of Workforce, EIS Lead Physiotherapy, NGB Physiotherapy Leads

### Role Summary

The post holder will be responsible for the delivery of physiotherapy within the TASS network, ensuring that practitioners are appropriately skilled, mentored, and developed to provide quality physiotherapy services to the England Talent Pathway (ETP).

- Ensure that physiotherapy services remain appropriate and relevant for the age and stage of athlete development, providing the foundation for transition to World Class/High-Performance.
- Drive quality standard of the physiotherapy practitioners. Ensure discipline expertise is available to grow and develop fundamental services.
- Oversee the growth and develop the continuous practitioner development (CPD) and mentorship programmes to support physiotherapy practitioner progression along their career pathway.
- Work with EIS, National Governing Bodies (NGBs) and TASS Delivery Sites to enhance the development of physiotherapy delivery across the whole ETP.
- Alongside the Chief Medical Officer, oversee the management of the TASS Medical Scheme.

### Key Responsibilities, Main Tasks and Activities

1. Ensure that practitioner quality standards are developed and maintained for physiotherapy. + +
2. Establish meaningful relationships with physiotherapists across all delivery sites. + +
3. Work with the Head of Workforce to deliver the strategy for physiotherapy practitioner development. + + +
4. Oversee the growth and development of the physiotherapy workforce to support practitioner standards and progression. + +
5. Work with the other discipline leads to ensure a coordinated delivery approach of TASS services. + +
6. Develop and coordinate a TASS Physiotherapy Advisory Group. + + + +

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7. Alongside the Chief Medical Officer, oversee the management of the TASS Medical Scheme and doctors' referral network. Explore opportunities for extending the benefits and Medical Scheme cover to more athletes across SportsAid programmes and the wider talent sector.
8. Implement a framework to monitor and track those physiotherapy practitioners moving from/to the TASS network environment to/from other pathway partners, e.g., NGBs, EIS, institutions, professional teams.
9. Promote diversity in the workforce and enhance opportunities for practitioner entry onto the pathway. Create and offer physiotherapy practitioner scholarships, targeting practitioners from diverse backgrounds.
10. Establish and grow relationships to establish TASS as a key partner of sector professional bodies and development agencies e.g., UK Coaching and ACPSM, to ensure collaboration and synergy with practitioner development and pathways.
11. Work with the Head of Sport Engagement to expand the practitioner development programme to include those from NGBs to further disseminate learning and upskill practitioners across the whole of the England Talent Pathway environment.
12. Lead on establishing and maintaining a repository of central physiotherapy resources to support both athletes and practitioners.
13. Establish relationships with other system partners to increase collaboration to better align physiotherapy support (e.g., SportsAid, EIS, UKS and NGBs).
14. Provide guidance to enhance support delivery down the Talent Pathway that makes them better prepared to join TASS.
15. Commitment to own personal development and undertaking of regular physiotherapy delivery to maintain professional practise.
16. Actively influence the talent pathway to be more inclusive and be a champion for increasing diversity in the system.
17. Undertaking any other reasonable duties which are deemed to relevant to the fulfilment of the demands and responsibilities of the role.

**This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.**

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#### QUALIFICATIONS

<b>Essential</b>	<ul style="list-style-type: none"><li>• A qualification at degree level (or equivalent) in a sport science or related area, specialising in physiotherapy</li><li>• Chartered Physiotherapy (CSP)</li></ul>
<b>Desirable</b>	<ul style="list-style-type: none"><li>• A qualification at masters level (or equivalent demonstrable experience) in a sport science or related area, specialising in physiotherapy</li><li>• Silver or Gold level ACPSEM</li><li>• A qualification relating to the support or mentoring of others (e.g., ILM Level 5 or 7)</li></ul>

#### EXPERIENCE

<b>Essential</b>	<ul style="list-style-type: none"><li>• Experience of mentoring practitioners and supporting their development</li><li>• Experience of working with athletes, athlete support services, coaches, academics and/or parents of athletes involved in national performance programmes</li><li>• Significant experience of developing, delivering and/or coordinating physiotherapy programmes for talent/performance athletes</li><li>• Experience of analysing the demands of a sport in relation to the performance outcomes and identifying the physiotherapy requirements. To develop, implement and evaluate physiotherapy programmes for individual athletes within these sports</li><li>• Verifiable record of working within a multi-disciplinary team in the delivery of strength and conditioning services to high performance sport</li><li>• Experience of building and developing partnerships or working relationships with key stakeholders</li><li>• Experience in handling and delivering on multiple, concurrent activities</li></ul>
<b>Desirable</b>	<ul style="list-style-type: none"><li>• Experience of working with the FE/HE sector</li><li>• Experience in the review of policies, procedures and/or performance of staff</li><li>• Experience in the promotion of physiotherapy aims and/or content</li></ul>

#### KNOWLEDGE

<b>Essential</b>	<ul style="list-style-type: none"><li>• An in-depth understanding of the needs of athletes within the talent development or performance environment</li><li>• An understanding of current trends in sport (talent development) and athlete development</li><li>• A thorough knowledge of the needs of, and challenges for, talented athletes</li><li>• Knowledge of service delivery systems and enhancement/development of systems</li><li>• An understanding of the national sporting and education landscape, including key agencies, current policies, and priorities</li></ul>
<b>Desirable</b>	<ul style="list-style-type: none"><li>• A detailed understanding of TASS, its aims, and objectives</li><li>• Ability to scientifically validate and interpret the methodology of test protocols and data and other scientific data</li><li>• An understanding of the demands placed on student-athletes within school/FE/HE</li></ul>

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## SKILLS AND PERSONAL ATTRIBUTES

<b>Essential</b>	<ul style="list-style-type: none"><li>• Proven leadership (organisational and planning skills) in a relevant setting</li><li>• Ability to garner respect in discipline field</li><li>• Excellent written/spoken communication and inter-personal skills that build trust, respect, and rapport to create mutually beneficial relationships</li><li>• Commitment to personal continued professional development</li><li>• Strong analytical and problem-solving skills</li><li>• Ability to create and implement innovative ideas in practice</li><li>• Ability to prioritise own workload and that of colleagues or external workforce</li><li>• Ability to work under pressure, balance conflicting demands and meet tight deadlines</li><li>• Open-minded, team player with the ability to adopt new practices</li><li>• Personal integrity and the ability to invoke trust and respect from others</li><li>• A positive attitude towards and ability to use Information Technology</li><li>• Highly motivated with a passion for talent development and performance sport</li></ul>
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May be required to work with athletes under 18 (DBS check required)