

British Cycling
Role Profile

Last Updated: 28/06/2021

Role Title:	Lead Physiotherapist
Department :	GB Cycling Team
Location :	Manchester with travel nationally and internationally
Working Pattern:	Full time with requirement to work occasional evenings and weekends
Role Holder(s) :	
Level :	
Reports to :	Chief Medical Officer
Responsible for :	Physiotherapy and Sports Rehabilitation

Role Purpose :	Lead, manage and develop the physiotherapy team to ensure that all riders maximise their training availability and exposure to repeated high intensity efforts. Lead the provision of injury diagnosis and rehabilitation to injured riders. Lead the rehabilitation of healthy riders to ensure the delivery of world class performance.
Key Accountabilities :	<ol style="list-style-type: none"> 1. Align the work of the physiotherapy department with each rider's and their team's medal plans, ensuring that the physiotherapy provision to riders is precise, correct, current and seamless during all occasions even when there are multiple events and riders to support. 2. Lead the day-to-day provision of physiotherapy services to all riders during training sessions, camps and tournaments as required and ensure it is supported by a network of world-leading practitioners. 3. Collaborate with the Performance Support team, Coaches and the GBCT Senior Leadership Team to ensure that all riders have an individualised "What It Takes To Win" management plan. This includes support to the bike-fitting process and to the development of optimal bike and rider positions to increase the probability of rider success. 4. Generate robust KPI intelligence to show the impact of the department on athlete health and ensure that any corrective actions are taken in a reasonable and timely manner maximising quality of service to riders and coaches. 5. Support the Department's CQC status and ensure that the Physiotherapy team work within the professional guidelines of each member's support area. 6. Undertake and actively contribute to special projects and research that will positively impact upon the support provided by the department. 7. Use recommended IT systems to record and communicate patient records, ensuring the highest clinical standards. 8. Lead the strategic collection, evaluation and dissemination of physiotherapy and 'threat' intelligence. 9. Ensure an appropriate illness and injury intelligence tool is in place and utilised by the department; evaluating the meaning of this information and use to inform coaches of the relative risks of the training activities undertaken. 10. Contribute to the risk management strategy surrounding the management of all riders. 11. Ensure all work streams and projects are in line with the organisation's equality policy, commitment to inclusivity and its values are embedded into the actions

	<p>and behaviours of the team.</p> <p>12. Provide clear direction and support to all direct reports, creating an environment where they are clear of what is expected of them and have the performance feedback and support that they need to perform in their role and to continuously improve.</p> <p>13. Champion core cultural values and ensure that the organisation's commitment to equality, diversity and inclusivity is embedded into the people strategy and operational business plans and the actions and behaviours of everyone within British Cycling.</p> <p>14. Work as part of the multi-disciplinary Performance Support team delivering services to athletes and coaches.</p> <p>15. Liaise with athletes, parents, coaches and other support staff as appropriate, within the bounds of professional confidentiality.</p> <p>16. Attend meetings and workshops, training courses and visit other sites on occasion and as appropriate.</p> <p>17. Ensure the mind set and approach of the department is innovative, including the identification and facilitation of opportunities to develop new knowledge.</p> <p>18. Other duties appropriate to this role and level of responsibility, as may be required.</p>
Decision-making :	<ul style="list-style-type: none"> • The role has autonomy for day to day operational issues across all areas of responsibility, working within and adhering to relevant policies and procedures • Ensuring that the quality of therapy services provided meets the needs of riders. Also ensuring that casual soft tissue therapists receive adequate support and development to perform their roles to the required level • Recognise own scope of practice and consult appropriate senior staff or experts when needed
Developing Solutions :	<ul style="list-style-type: none"> • Resolve day to day operational issues and challenges in all areas of responsibility through liaison with other members of the science and medicine team, riders, coaches and relevant members of GBCT and other departments • Develop solutions that meet the needs of the team and contribute to the achievement of key performance indicators • Continuously seek improvements in own ways of working and promote best practice throughout the medical team
Responsibility for Resources :	<p><u>Physical</u> : n/a</p> <p><u>Financial</u> : n/a</p> <p><u>People</u> : Coordination and development of Physiotherapy and Sports Rehabilitation team including EIS personnel</p>
Relationships & Influence :	<ul style="list-style-type: none"> • Above all you should have the passion and commitment to help British Cycling create a medical service that will be the envy of the world and operate to the highest standards of integrity. • Build and maintain positive, effective relationships with a range of key stakeholders, athletes and external partners ensuring projects and services are delivered on time, to the standards required and within budget • Regular and daily contact with direct reports and other medical team members, Chief Medical Officer, Head of Performance and/or athletes and relevant members of GBCT to identify and support their needs as required • Regular contact with casual soft-tissue therapists to coordinate services and understand development needs • Ongoing contact with the department and wider organisation to communicate aspects of the operational delivery, policies and processes

	<ul style="list-style-type: none"> • Exchange and share information across British Cycling departments to improve efficiency
Knowledge, skills & expertise :	<ul style="list-style-type: none"> • BSc (Hons) Physiotherapy • Membership of the Chartered Society of Physiotherapy (MCSP) and registered with the Health and Care Professions Council (HCPC) • Higher degree (or equivalent) specialising in Sports Physiotherapy / Sport and Exercise Medicine / Sports Rehabilitation • Extensive injury screening, diagnostic, manual therapy and sports rehabilitation understanding. • Extensive knowledge in injury prevention methods and recovery strategies. • Evidence of an extensive and structured CPD portfolio – including post graduate qualifications showing a range of different clinical skills e.g. Manipulative Therapy, Movement Dysfunction Assessment, Soft Tissue Mobilisation/Manipulation, Acute Injury Management, Acupuncture. • Substantial experience in the provision of physiotherapy services based on the principles of human performance and how they relate to clinical sports medicine. • Excellent clinical reasoning and clinical treatment skills partnered with excellence in the understanding and delivery of rehabilitative medicine and the principles and delivery of injury prevention programmes and protocols. • Experience of, or an understanding of the sport of cycling would be an advantage but not essential. • Full Clean Driving Licence • Understanding of UK anti-doping procedures • Attend professional development functions that are provided by British Cycling to provide consistently high standards of service and keep within British Cycling's service policies • Understanding, adherence to and implementation of all British Cycling values. • Thorough understanding and adherence to British Cycling's Anti-doping policy
Other :	As the post involves working with children and young people, the post holder will be required to undergo an Enhanced Disclosure and Barring Service check.

Signed (Role Holder) : Date :
Signed (Line Manager) : Date :