

# Senior Physiotherapist (Performance Rehab & Surveillance)



As a senior member of the Physio team, you will lead the delivery of elite-level rehabilitation, from the pitch-side to the gym, while acting as the department's data architect, tracking and auditing injury trends to drive smarter prevention strategies and elevate clinical performance.

## About the role

### Key Responsibilities:

#### Performance rehabilitation lead

- **End-stage rehab:** design and deliver high-intensity, position-specific rehabilitation programs tailored to the demands of elite competition (URC and EPCR)
- **On-grass integration:** lead on-grass Return to Play (RTP) sessions, collaborating with Athletic Performance to ensure appropriate metabolic and mechanical loading
- **Innovative practice:** use objective technology, including ForceDecks, GPS and Isokinetic testing, to validate player readiness for contact and full training
- **Function diagnostics and performance proxies:** collaborate with ER Physios, Athletic Performance Coaches, and the wider Scottish Rugby medical team to develop objective performance markers (proxies) that inform player risk and RTP decisions
- **Evidence-based returns:** ensure no player returns to play without meeting 100% of their pre-defined performance proxies

#### Injury surveillance and clinical audit

- **Data oversight:** maintain the integrity of the injury surveillance database, ensuring all injuries are accurately coded and tracked in line with Scottish Rugby and World Rugby standards
- **Trend analysis:** conduct regular audits of injury patterns and present findings ER Head Physio, ER Head Coach, Head of Physio & Rehab and the CMO
- **Applied use:** use surveillance data proactively to identify at-risk players before injury occurs, enabling targeted prehab interventions
- **Audits and reporting:** serve as the primary point of contact for monthly injury audits and Scottish Rugby-wide research projects
- **Standards:** maintain a gold-standard clinical audit trail that satisfies governance and professional indemnity requirements

#### Clinical and match day support

- **Acute care:** support the ER Head Physio in the daily management of acute injuries, delivering high-standard clinical treatment to the squad
- **Pitch-side duties:** provide pitch-side medical cover for matches and training sessions, always remaining trauma-ready
- **Mentorship:** Support ER Head Physio to mentor junior colleagues and students, championing a research-informed culture within the team
- **National team collaboration:** provide support for national team camps and campaigns as required, ensuring seamless communication for all players of national interest
- **Environment:** Have an awareness of safe working environment and the required policies and protocols, particularly in relation to safeguarding

## Stakeholders

This role works with a wide variety of internal and external stakeholders to ensure collaborative working across all areas:

- Physiotherapy colleagues (Edinburgh Rugby and Scottish Rugby)
- Chief Medical Officer (CMO)
- Medical colleagues
- Athletic Performance colleagues
- Players
- Edinburgh Rugby Coaches and management team
- External medical professionals
- Private medical partner

*"Our ambition is that everyone in Scottish Rugby feels a sense of 'belonging' by being clear on the purpose of their role, feeling valued as a member of the team, and connected to colleagues across all areas of the organisation"*

## Key Skills

### High Performance

- **Stakeholder management:** you have a strength for collaboration which engages internal and external partners. This enables you to create boundaries and manage expectations, enabling projects to work on time and to budget.
- **Communication:** You get your point across clearly and effectively. You make sure that everyone understands what the message is, and that they equally feel heard.
- **Digital Literacy:** You can find, use, evaluate, create and share information digitally. Think critically about the content and use tools and platforms to communicate in digital ways.
- **People management:** Ability to create purpose for individuals and teams through clear objective setting, coaching, and meaningful feedback. You connect their individual performance to overall business success and demonstrate cultural competence and an awareness of diversity and inclusion.
- **Emotional intelligence:** You display empathy and self-awareness, which establishes trust and builds confidence to resolve conflict and create a supportive work environment that in turn enhances team performance and business success.

## Knowledge & Experience

- **Chartered Physiotherapist** (HCPC & CSP registered)
- **BSc or MSc in Physiotherapy**, or equivalent, is preferred
- Demonstrated expertise in **Performance Rehab or Sports Science** integration
- High proficiency in **injury surveillance software** and Microsoft Excel / data visualisation tools
- **Valid Advanced Level 3 Pitch-side Trauma Certifications** (eg PHICIS or equivalent)
- Minimum 3-5 years' experience in professional sport, with a clear **understanding of the long-term rehab cycle**
- Advanced **clinical reasoning and expertise in manual therapy and exercise prescription**
- Ability to **translate complex medical data** into actionable insights for non-medical coaching colleagues
- Ability to **adhere to medical protocols** and maintain professional standards of patient confidentiality
- Ability to **thrive under pressure** of match day environments, and make decisive, evidence-informed calls regarding player safety

## Working Logistics

**Location:** Scottish Gas Murrayfield, Edinburgh

**Working pattern:** Monday to Friday, full time. Requires regular evening and weekend working hours and regular international travel.

**Contract type:** Fixed term

**Reports to:** Edinburgh Rugby Head Physiotherapist

## Governance and Reporting Lines

Operating within a dual-reporting matrix, this role balances the immediate needs of Edinburgh Rugby with Scottish Rugby national team demands and governing body standards.

**Edinburgh Rugby accountability:** directly reporting to the Edinburgh Rugby Head Physiotherapist. Deputising as a medical advisor when they are absent to provide daily updates to the Head Coach.

**Scottish Rugby accountability:** operates under the standards set by the CMO and the Head of Physio & Rehab.

**Key liaison:** work closely with Athletic Performance colleagues to transition players through the final stages of physical preparation.

**Performance partnership:** work closely with the Regional Performance Rehab Physio to synchronise player care, rehabilitation goals, performance proxies and RTP markers for players of national interest.

**Communication:** provide direct updates to the Men's National Team Lead Physiotherapist on player's of national interest, regarding player readiness, rehabilitation status and RTP.

**Professional development:** collaborate with ER Head Physio to implement a clear CPD for physio colleagues and centrally supporting clinical delivery when required.