

Internal & External Job Advertisement

First Team Assistant Physiotherapist

As an integral part of our dynamic team, you will play a crucial role in upholding our organization's commitment to sustainability. Regardless of your specific role in marketing, HR, procurement, or any other department, we expect all employees to actively embrace and adhere to our sustainability policies. Your dedication to environmentally conscious practices, resource efficiency, and ethical considerations will contribute to our collective efforts in fostering a responsible and sustainable workplace. We believe that each team member, regardless of their functional area, plays a vital role in promoting and implementing sustainable practices that align with our organizational values.

Exeter City Football Club seeks to ensure the safety, safeguarding and wellbeing of all children, young people and adults at risk who engage in its activities.

We are looking for a highly motivated and experienced First Team Assistant Physiotherapist to join our Medical Department on a full-time, permanent basis. Reporting into our First Team Lead Physiotherapist the ideal candidate will have a proven track record of delivering physiotherapy services within a professional sporting environment and possess a relentless drive to achieve high class standards.

Who are we?

Exeter City Football Club is a special club with over 20 years of Supporters' Trust ownership something we are very proud of. Our ownership model places our supporters and community engagement at the forefront of everything we do and we are proud to have a special place in the heart of the community. Trust ownership is reflected in our commitment to balancing on-field success with long-term sustainability and we have a remarkable track record of nurturing talent through our Academy, promoting players to the first team, and maximising their performance.

Culture

We recognise the advantages of having a diverse workforce with a broad range of skills, diversity of experiences and perspectives and we embrace the creativity and innovation this brings. We pride ourselves on having an inclusive culture and a workplace that brings opportunity, development and growth. We embrace a culture of accountability where we set clear expectations and goals, open lines of communication and strong leadership.

Role & Responsibilities

As First Team Assistant Physiotherapist you will work with the First Team Lead Physiotherapist to provide medical services to all professional players from injury assessment and diagnosis to assisting in rehabilitation. Working collaboratively with the medical and sport science staff to provide a service to players to work and maintain high performance on and off the pitch.

- **Prevention:**

Providing a holistic approach to the treatment and prevention of injury, through daily individual and team injury prevention session strategies and aiding players in their pre and post training and match requirements. Providing maintenance daily to ensure players remain on the training field through effective soft tissue treatment including massage, foam rolling sessions, PNF stretching or mobility drills and assisting, where required, with the current screening process and contributing to the development of this process.



- **Diagnosis:**

Support the First Team Lead Physiotherapy with any first team injuries sustained and assist in arranging and supporting players with any external consultations or scans or any other form of specialist treatment. Understand and execute any processes for on match assessment and treatment during games and training.

- **Rehabilitation:**

Assist in rehabilitation for a range of the most common injuries sustained in football and ensure rehabilitation and individual injury prevention programs are designed, implemented and recorded effectively daily. Assist and advise sport science and coaching staff with any grass and gym based rehabilitation.

- **Collaboration:**

Work closely with the multidisciplinary team, including doctor, coaches and technical staff, to ensure integrated care for players.

- **Matchday Responsibilities:**

Provide pitch-side and in-game physiotherapy support during training sessions and matches, both home and away, this will include travel and overnight stays.

- **Education and Mentorship:**

Educate players and coaching staff on injury prevention, treatment protocols and best practices in physical health.

- **Research and Innovation:**

Stay updated with the latest research in sports physiotherapy and contribute to the development of innovative practices within the department.

- **Documentation:**

Maintain accurate and detailed medical records for all players, ensuring confidentiality and compliance with data protection regulations.

- **Company Policy, Compliance & Best Practice:**

Comply with company processes and policies and ensure that all areas under your control are maintained to a very high standard, know your job and do your job and remember that better never stops!

Prior to commencing work a right to work document(s) must be presented and references and an enhanced DBS Check will need to be undertaken.



If you wish to apply for this position, please follow this link: <https://ecfc.peoplehr.net/Pages/JobBoard/Opening.aspx?v=88e97c98-de31-4f22-9a30-ba93ed807ee8>

Only completed applications that are submitted via People HR will be accepted. Any applications after the closing date will not be accepted.

The closing date is: Sunday 24th August 2025

Interview date: To be confirmed

All candidates will require a DBS Check and must be able to prove their eligibility to work within the UK.

ECFC is an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people and expects all staff and employees to share this commitment.



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THE TRUST

We Own Our Football Club

Job Description

First Team Assistant Physiotherapist

Department	Medical & Sport Science
Location:	The Cliff Hill Training Ground, Exeter
Contract Type:	Full-time, permanent
Reports to:	First Team Lead Physiotherapist

As an integral part of our dynamic team, you will play a crucial role in upholding our organization's commitment to sustainability. Regardless of your specific role in marketing, HR, procurement, or any other department, we expect all employees to actively embrace and adhere to our sustainability policies. Your dedication to environmentally conscious practices, resource efficiency, and ethical considerations will contribute to our collective efforts in fostering a responsible and sustainable workplace. We believe that each team member, regardless of their functional area, plays a vital role in promoting and implementing sustainable practices that align with our organizational values.

Exeter City Football Club seeks to ensure the safety, safeguarding and wellbeing of all children, young people and adults at risk who engage in its activities.

Main Purpose:



In line with our 5 goals, we endeavour to create a sustainable, high performance environment where we take care of each other, set clear objectives, ensure adequate resource and invest in developing our team.

As First Team Assistant Physiotherapist you will report into our First Team Lead Physiotherapist and provide medical services to all professional players from injury assessment and diagnosis to assisting in rehabilitation. Working collaboratively with the medical and sport science staff to provide a service to players to work and maintain high performance on and off the pitch.

Effective communication skills are critical in order to build professional working relationships and liaise with players and fellow staff members at all levels, with absolute discretion. A First Team Assistant Physiotherapist you will have the ability to adapt to the demands of the job and needs of the players and staff and invested in self-improvement and continuous professional development.

As a custodian of our unique and special Club you will be aligned to our behaviours and values and committed to supporting us and playing an integral part in achieving our goals.

Role Summary

The key responsibilities of this role are:

- Provide physiotherapy cover during 1st team fixtures both home and away, which can involve overnight stays, including emergencies on pitch and treatment when required.
- Provide physiotherapy cover of players daily at the training ground including diagnosis, acute care/treatment to short and long-term rehabilitation from injury.
- Work closely and collaboratively with other members of the football departments to create an environment that educates players on self-care.
- Conduct in season signed and pre-signing medical examinations and screening where and when necessary.

Injury Prevention

- Provide a holistic approach to the treatment and prevention of injury.
- Assisting in the delivery of daily individual and team injury prevention session strategies.
- Aiding players in their pre and post training and match requirements.
- Assisting, where required, with the current screening process already in place and to contribute to the development of this process.
- Provide maintenance daily to ensure players remain on the training field through effective soft tissue treatment including massage, foam rolling sessions, PNF stretching or mobility drills.

Injury Diagnosis

- Support the First Team Lead Physiotherapy with any first team injuries sustained.
- Ensure all injuries and recommendations are reported to the Lead Physiotherapist.
- Complete comprehensive, accurate, reliable, and confidential medical records as appropriate.
- Assist in arranging and supporting players with any external consultations or scans or any other form of specialist treatment.
- Understand and execute any processes for on match assessment and treatment during games and training.

Injury Rehabilitation

- Assist in rehabilitation for a range of the most common injuries sustained in football.
- Ensuring rehabilitation and individual injury prevention programs are designed, implemented and recorded effectively daily.
- Assisting and advising sport science and coaching staff with any grass and gym based rehabilitation.

Company Policy, Compliance & Best Practice

- Ensure that all areas under your control are maintained to a very high standard of cleanliness and safety in accordance with company policy, health and safety, and statutory requirements.
- Obtain a working knowledge of the Health and Safety at Work Act 1974 specifically relating to your area of duty, also to general aspects of the Company.
- Own all data relevant to your role and ensure it is processed in line with GDPR.
- Complete all administrative tasks relevant to your role.
- At all times, comply with the company policy and code of conduct.
- Attend staff meetings as required.
- Attend staff training.

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

Qualifications/Experience/Knowledge required: Please see person specification.



Person Specification

Qualifications	Essential (E)	Desirable (D)
BSc (Hons) Physiotherapy Degree.	E	
Registration with CSP and HCPC.	E	
FA Level 4 Intermediate Trauma Medical Management in Football (ITMMIF)	E	
FA Level 5 Advanced Trauma Medical Management in Football (ATMMIF)	E	
FA Safeguarding Certificate.	E	
Full UK clean driving licence.	E	
MSc in physiotherapy or medical science.		D
Skills/Competencies	Essential (E)	Desirable (D)
Effective time management skills.	E	
Ability to adapt.	E	
The ability to work calmly under pressure.	E	
Capable of building professional working relationships.	E	
Good administration and IT skills, specifically with Microsoft products.	E	
Experience using Monday.com		D
Knowledge & Experience	Essential (E)	Desirable (D)
A competent experienced Physiotherapist that is able to deliver.	E	
Familiarity using GPS for rehabilitation, return to play & workload management	E	
Experience working pitch side/ matchdays.	E	
3 years' experience of working in a professional sporting environment.	E	
Experience working as part of a multi-disciplinary team.	E	
Previous experience specifically working in the medical department of a professional football club		D

Personal Qualities	Essential (E)	Desirable (D)
Committed to the industries work ethic.	E	
A strong level of resilience.	E	
A positive, productive, and professional role model.	E	
Ability to show integrity and honesty.	E	
A persistent, patient and adaptable individual.	E	
An innovative problem solver.	E	
An ability to follow instruction and give instruction.	E	
An ability to lead, inspire, support and energise others to achieve a common purpose.	E	
Ability to demonstrate and promote good practice in line with the company ethos	E	
Understanding and recognition of the principles of equality and diversity.	E	

Company Goals



High Performance Football

We continue to work hard to be the best team in Exeter City's history and continue to invest in our first team playing budget. Striving to create the best possible environment for high performance football through our coaching, training facilities, pitches, nutrition, medical, recruitment and analysis. Our youth development & academy football remains at the heart of our model and we continue to build and refine what our Academy delivers and aim to achieve cat 2 status.

Focus on Growth

We build on the great work done by our media and comms team and opportunities to attract new audiences. We have ambitious plans to increase revenue as we focus on opportunities for growth in retail and merchandising and we continue to look after and value our local sponsors and partners whilst expanding our commercial horizons by putting more emphasis on what makes us as a club unique & special. We utilise our facilities more often to increase non match day revenues and improve 'yield' by providing better systems, facilities and raising capacity at SJP.

One Team

We build a trusting, collaborative environment where everyone feels valued and understands their contribution to the Clubs success through clear objectives and measures of performance. We continue to review our methods of communication listening as well as sharing more effectively. We are a Real Living Wage employer, have a transparent bonus programme for employees that's linked to performance and development opportunities for all. We are committed to continuing to review resources where appropriate and affordable ensuring investment in new talent to drive growth and invest in an apprenticeship and internship programme.

Financial Sustainability

We set & maintain high standards in everything we do and ensure financial sustainability in line with a growth mindset. We work to be more prepared in investment in our future and have more robust financial planning and financial controls across the Club. We reduce reliance on transfer fees and increase our ability to invest in major capex projects not being afraid to invest where necessary to protect the Club & limit unnecessary risks.

Outstanding Supporter & Community Engagement

We continue to invest in the facilities at SJP and do all we can to make ECFC the most inclusive club in the EFL in partnership with ECCT. We continue to invest in women's football and help to grow the game and its profile amongst our supporters. In partnership with the Trust, we strive to be the preeminent supporter owned club in the country and endeavour to achieve EFL 'green club' status.





Employee Benefits

As a Club it is important to us to provide a competitive employee benefits package as we understand this plays an important role in supporting our team.

Benefit packages vary from one organisation to the next, however our central theme is to help improve the wellbeing of staff and demonstrate that we are willing to offer above and beyond the minimum requirements to foster a positive working relationship.

We hope our benefits package can play a significant role when it comes to recruitment and retention and we have set out the Company's employee benefits to provide transparency and equality to all employees.

We will continue to review our remuneration package to ensure it is considered attractive and competitive.

We offer:

- Hybrid working, with flexible working pattern (dependant on role)
- Annual pay review process in line with objectives and performance
- Annual discretionary company bonus
- Company sick pay 5 days full pay based on a rolling year
- Income protection plan
- Birthday day off
- Enhanced annual leave
- Cycle Scheme
- Employee Assistance Programme
- Mediacash
- Employee discounts (internally and external businesses)
- Free on-site parking



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