

Women's Pathway Lead Physiotherapist

This role is central to Scottish Rugby's women's performance pathway, providing elite clinical leadership that prepares emerging players for the demands of senior international rugby while embedding a consistent, high-performance physiotherapy and rehabilitation approach from the earliest stages of their development.



About the role

Key Responsibilities:

Clinical Leadership & Squad Delivery

- **National Academy Lead:** Direct the clinical delivery for the Women's National Academy, creating robust players capable of sustaining high training loads.
- **Celtic Challenge & U21s:** Serve as the Lead Physiotherapist for a Celtic Challenge team and the Scotland U21s program, providing pitch-side care and acute injury management.
- **Coordination:** Oversee, coordinate, and support other physiotherapists working within the pathway programs to ensure aligned operating procedures.

Pathway Integration & Player Development

- **Collaborative Design:** Work directly with the National Academy Manager and Women's Pathway Athletic Performance Lead to design and deliver a physical development program for players.
- **Transition Management:** Collaborate with Senior National Team physios and performance colleagues to support high-potential players as they transition through the performance system.
- **Holistic Planning:** Support Individual Development Plan (IDP) and Athlete Performance Profile (APP) planning, ensuring medical and rehab goals are integrated into holistic player reviews.

Stakeholder Communication & Outreach

- **Wider Ecosystem:** Act as the primary medical point of contact for the Scottish Premiership clubs, universities, and age grade Scottish Qualified (SQ) players to monitor player welfare across the landscape.
- **Clear Messaging:** Ensure that injury status and performance proxies are communicated clearly and effectively to coaches and performance colleagues.

Stakeholders

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

- High Performance colleagues
- Chief Medical Officer (CMO) and medical colleagues
- Players
- Pro-teams, national teams, academies, and NTP programmes
- External medical professionals
- Private medical providers
- Clubs, universities, and SQ players

"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"

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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.
- **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

- Degree in Physiotherapy and current HCPC registration)
- Member of the Chartered Society of Physiotherapy (CSP) with appropriate indemnity insurance
- SCRUMCAPS Level 3 or equivalent
- Significant experience practicing as a Musculoskeletal Physiotherapist, with significant experience in sports-specific environments
- Track record of leading & influencing clinical practice across multiple performance pathway levels within multi-disciplinary teams
- 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: Hybrid - Oriam Performance Centre / Scottish Gas Murrayfield / Regional centres

Working pattern: Full time, with the ability to work flexible hours; due to working in professional sport this will include unsociable hours and weekend working

Contract type: Fixed term (up to 2 years)

Reports to: Head of Physiotherapy and Rehab / Women's National Academy Manager

Other requirements: Full Driving License, satisfactory PVG, evidence of HCPC registration

Governance & Reporting

This role operates within a dual-management framework to balance pathway-specific goals with national clinical standards:

- **Operational Line Manager:** Women's National Academy Manager.
- **Functional & Technical Manager:** Scottish Rugby Head of Physiotherapy & Rehabilitation.
- **Clinical Governance:** Accountable to the Chief Medical Officer (CMO) regarding medical safety and ethical standards.