

National / Regional Performance Rehabilitation Physiotherapist



To drive clinical excellence and provide specialist rehabilitation consultancy across the entire Scottish Rugby ecosystem. This role is responsible for the vertical integration of Return to Play (RTP) standards, ensuring that elite rehabilitation protocols are standardised from the academies through to the senior national squads (Men's and Women's).

About the role

Stakeholders

Key Responsibilities:

- **Set and Lead National Rehabilitation Standards** - Define, implement, and audit the "Scottish Way" of rehabilitation, ensuring consistent, evidence-based RTP standards across all programmes (men's, women's, pathway to elite).
- **Deliver Specialist Clinical Expertise** - Provide national-level consultancy for Players of National Interest (PONI players) and complex or long-term injury cases, supporting national teams and pro-teams as required.
- **Ensure Vertical Integration Across Pathways** - Maintain seamless rehabilitation and communication for players transitioning between academies, pro-teams, and national squads.
- **Women's Programme Oversight** - Support and assure high-quality rehabilitation delivery for contracted women's national players, ensuring parity of care.
- **Collaborate with Performance & MDT Colleagues** - Work in lockstep with pro-team rehab, physiotherapy, and S&C staff to align rehabilitation goals, performance metrics, and RTP decision-making.
- **Pathway Quality Assurance & Education** - Mentor and support pathway clinicians through site visits, clinical oversight, and union-wide education on advanced rehab practice.
- **Injury Surveillance, Audit & Reporting** - Oversee injury data integrity, lead monthly audits, contribute to player risk profiling, and support union research priorities.
- **Clinical & Match-Day Support** - Provide acute injury management and pitch-side medical cover for national teams and pro-teams when required.
- **Leadership, Mentorship & Governance** - Support clinical leadership, contribute to CPD pathways, uphold governance standards, and model best practice across the Scottish Rugby medical system.

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

"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.
- **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)
- Post-graduate degree (MSc) in Sports Medicine, or equivalent
- Valid Advanced Level 3 Pitch-side Trauma Certifications (e.g. PHICIS or equivalent)
- Significant experience in elite professional high-performance sport (rugby preferred) with specific expertise in long-term rehabilitation
- 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: Oriam Performance Centre, Heriot Watt University, Edinburgh EH14 4AS

Working pattern: Full time with regular weekend and evening work

Contract type: Fixed term (up to 2 years)

Reports to: Head of Physiotherapy and Rehab

Governance & Reporting

Operating within a dual-reporting matrix, this role balances the immediate needs of Scotland Men National Team Lead Physiotherapist and the Pro-Teams Lead Physiotherapists to synchronise player care, rehab goals, performance proxies, and RTP markers for PONI players.

Scottish Rugby accountability: accountable to the Head of Physiotherapy and Rehabilitation, and CMO on clinical standards, ethics, audits and union-wide medical protocols and strategies; and CPD for physiotherapy colleagues.