

Women's Pathway Junior Physio

To provide high-quality clinical physiotherapy support across the national pathway, from academy and age-grade level through to Celtic Challenge and central contracts, ensuring players receive consistent, well-coordinated care and accurate clinical record-keeping at every stage of their development.



About the role

Key Responsibilities:

While each Junior Pathway Physiotherapist will have a primary day-to-day squad assignment, the pool of three positions will cover the full breadth of delivery below.

High Performance and Central Contracts Support

- Provide hands-on treatment, injury prevention, and daily preparation support to centrally contracted Scottish players at national training hubs
- Help deliver clinical services and monitoring for Players of National Interest (PONI) and key uncontracted players in the domestic setup
- Support the tracking and rehabilitation of Scottish-qualified "exile" players in the Premiership Women's Rugby (PWR) in England, closely with England-based medical staff
- Help track and support exile and PONI players to ensure they return to national camps physically prepared and meeting national standards

Pathway, Academy and Celtic Challenge Delivery

- **Celtic Challenge (Edinburgh & Glasgow):** Deliver clinical services and pitch-side match-day cover for both Celtic Challenge franchises, supporting a high-performance environment
- **National Academy Program:** Support daily rehabilitation and injury management across the regional academy hubs to create resilient young athletes
- **National Age Grades (U21s & U18s):** Provide lead or assistant medical cover for U21 and U18 national training camps and international fixtures
- **National Talent Pathway:** Assist with physical development and injury risk mitigation screening of emerging pathway players
- Help ensure no pathway squad experiences a drop in clinical care due to scheduling clashes

Clinical Operations and Data Integrity

- **Injury Tracking and Surveillance:** Maintain accurate, up-to-date clinical records using the national medical records component of the Athlete Management System, ensuring every medical note, screening protocol, and rehab progression is logged consistently and in full alignment
- Support the implementation of physical development models and holistic IDP/APP reviews, under the direction of Physiotherapy leads and Pathway Athletic Performance leads
- Help maintain a safe working environment for all team members and colleagues, including adherence to all safeguarding policies, protocols and completion of the required risk assessments and training

Stakeholders

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

- Physiotherapy colleagues
- High Performance colleagues
- Chief Medical Officer (CMO) and medical colleagues
- Players
- External medical professionals
- Private medical partners
- PWR medical staff

*"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.
- **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.
- **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** (BSc or equivalent)
- Current registration with the Health and Care Professions Council (**HCPC**) and member of the Chartered Society of Physiotherapy (**CSP**)
- Minimum of **1–2 years' experience** practicing as a qualified physiotherapist
- Previous exposure to **contact sport** environments (rugby preferred)
- Must hold or be actively working towards **SCRUMCAPS Level 3** (or equivalent pitch-side trauma certification)
- **Exceptional interpersonal skills** to liaise with senior coaches, universities, Premiership clubs, and exiles.
- Ability to work highly flexible hours including weekends/evenings due to match schedules
- Full, valid driving license is essential for pathway travel

Working Logistics

Location: Scottish Gas Murrayfield, Edinburgh, Oriam Sport Performance Centre, Edinburgh and Scotstoun Stadium, Glasgow (with domestic and UK-wide travel)

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

Contract type: Fixed term

Reports to: Head of Physiotherapy and Rehab

Governance and Reporting Lines

These roles require adaptability, reporting locally for day-to-day operations while adhering to national governance standards:

- **Direct Line Manager:** Line managed by one of the three Physiotherapy Leads (dependent on specific squad placement: National Team / Central Contract Program / National Academy Program / Celtic Challenge / National Talent Pathway).
- **Technical Support:** Mentored directly by their respective Physiotherapy Lead
- **Ultimate Governance:** Accountable to Scottish Rugby's Head of Physiotherapy & Rehabilitation and the Chief Medical Officer (CMO).