

Contractor Opportunity - Women's Physiotherapist – Non Scotland Based Players

This specialist liaison role provides dedicated clinical oversight, player tracking, and relationship management for Scottish-qualified female players competing in the Premiership Women's Rugby (PWR) in England. Operating on the ground across a minimum of five key English clubs, you will serve as the key on the ground liaison for the Scotland Women's Clinical Lead Physiotherapist. The role ensures that player diagnosis, treatment and rehabilitation, align with national team expectations while fostering collaborative, high-trust relationships with English club medical departments.



About the role

Stakeholders

Key Responsibilities:

Clinical Oversight & Remote monitoring

- **Rehab & Injury Surveillance:** Monitor and audit the acute diagnosis, treatment, and long-term rehabilitation plans of all designated players from a distance.
- **Clinical Triage:** Conduct periodic in-person evaluations and site visits at club training grounds to observe rehabilitation progress and on-grass loading.
- **National Alignment:** Work collaboratively with clubs to align rehabilitation protocols for Scottish players with Scottish Rugby "Return to Play" standards and relevant international performance benchmarks.

Player contact & professional care

- **Player Support:** Build strong, empathetic, and professional relationships with the non-Scotland Based Players, providing a continuous point of contact with the Scottish national medical setup.
- **Professional Boundaries:** Maintain strict clinical objectivity and high professional standards while offering a supportive, approachable environment for female athletes operating away from the central national hub.
- **Central Records:** Ensure all injury updates, diagnosis reports, and rehabilitation milestones from PWR clubs are accurately logged into the Scottish Rugby central Athlete Management System.
- **Weekly Briefings:** Provide concise weekly reporting to the Scotland Women's Clinical Lead Physiotherapist ahead of national selection windows and training camps

Stakeholder Liaison & Relationship Management

- **Club Integration:** Build strong, trust-based working relationships with the Athletic Performance and Medical teams across key PWR clubs (currently Ealing Trailfinders, Harlequins, Sale Sharks, Bristol Bears, and Exeter Chiefs)
- **Diplomatic Communication:** Act as a professional bridge between Scottish Rugby and PWR medical departments, balancing national team performance interests with club playing priorities.
- **Information Exchange:** Establish regular communication channels with PWR lead physios to ensure seamless flow of medical data, scan results, and load parameters.

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
- 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"*

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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 / PHICIS Level 3 or equivalent
- Extensive clinical experience in women's rugby or high-performance team sports.
- Proven track record of managing complex rugby injuries and distance rehabilitation protocols.
- High-level clinical reasoning to assess diagnostic accuracy and rehab progressions from third-party club reports.
- Must hold a full, valid UK driving license and be willing to travel independently across England (London, South West, North West).
- Ability to work flexibly within the 1 day/week allocation to match club training and match schedules across the 29-week season.

Working Logistics

Location: Remote (field-based across England) / Scottish Gas Murrayfield

Working pattern: Part time (Up to 43 days per season made up of delivery and administration)

Contract type: Fixed term (ends 30 June 2027)

Reports to: Head of Physiotherapy and Rehab / Scotland Women Clinical Lead Physiotherapist

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

Governance & Reporting

This role operates within a dual-management framework:-

Operational Line Manager: Scotland Women Clinical Lead Physiotherapist.

Functional & Technical Manager: Scottish Rugby Head of Physiotherapy & Rehabilitation.

Clinical Governance: Accountable to the Chief Medical Officer (CMO) regarding medical safety and ethical standards.