



**DURHAM
CRICKET**

EMPLOYMENT PACK

ASSISTANT PHYSIOTHERAPIST



INTRODUCTION AND OVERVIEW OF DURHAM CRICKET

Durham County Cricket Club was established as an amateur Minor County in May 1888. Cricket's most successful Minor County and the first to beat a First-Class County, Durham was awarded first class professional status in December 1991 – the only new First-Class County in over 70 years – and became a private limited company in 2004.

Since 2007 DCCC has won the County Championship three times and been runners up once, won the Fifty Over Competition twice in Lord's finals and appeared twice in T20 Finals Day.

Since becoming a first-class county, DCCC has established English cricket's most successful academy, producing international stars for England, including Steve Harmison, Paul Collingwood, Mark Wood and Ben Stokes

Durham CCC created the first new English Test Match stadium in over 100 years securing a long-term stadium naming rights sponsorship with Emirates Airways. The venue has a 15,000 permanent seating capacity and the Club has staged international cricket every year since 1999, including the successful Ashes Test held in 2013 and three games in the ICC Cricket World Cup in 2019. The Club has been awarded a further package of international matches to 2024.

A successful rebrand in 2018 created a new Durham Cricket identity. Durham Cricket is now the umbrella organisation encompassing all elements of cricket provision in the county covering the professional and recreational game and all activities impacting on the wider community of the county and beyond.



VISION, PURPOSE AND VALUES OF DURHAM CRICKET

BUSINESS DIRECTION, VISION AND VALUES

Durham Cricket has an essential role as the strategic delivery arm of the ECB in north east England. Durham Cricket also has the opportunity to mark out a very distinctive position in the world of cricket through the development and communication of an inspiring common purpose and strong individual identity (the Durham Cricket brand).

Our vision aligns the organisation from Changing Room to Boardroom, bringing together cricketing and commercial goals and resonates with our community (customers).

An effective Durham Cricket brand demands focus, ambition and a consistent approach to everything we do. There is an expectation that all our people will follow the vision, live and breathe the values and adhere to a set of consistent behaviours. These are all set out below.

VISION

Durham Cricket will be recognised as having a winning culture on and off the field achieved by highly engaged people who enjoy working together with pride and passion.

PURPOSE

UNLEASHING POTENTIAL THROUGH CRICKET IN THE NORTH

VALUES

PROUDLY NORTHERN

We stand for something. We are family. Genuine, welcoming with a resilient spirit and a sense of fun.

PASSIONATE ABOUT DURHAM

We care about our club, our business and our brand. The passion and emotion unites us and drives us forward to create opportunities for the north on a national and global stage.



PURSUING EXCELLENCE

We strive to be the best we can be. Continuously improving and pushing ourselves to set higher standards.

UNIQUELY CRICKET

Cricket is at our heart and heritage. It makes us unique and its principles guide everything we do.

BEHAVIOURS

- We are ambitious in the goals we set
- We actively seek and encourage feedback in pursuit of excellence
- We focus on continuous improvement
- We are accountable for our actions
- We catch people doing things right
- We are adaptable and flexible
- We stay true to our vision



DURHAM CRICKET

ASSISTANT PHYSIOTHERAPIST

JOB ROLE

Reporting to the Director of Cricket and the Lead Physiotherapist & Science and Medicine Lead, the Assistant Physiotherapist will provide physiotherapy services and support to the Professional, Academy and Pathway programme players while representing Durham Cricket. Attendance and service provision for the Second XI at all home and away fixtures, as well as training sessions, will be required. The role will involve working as part of a multi-disciplinary team to deliver best practice and achieve the objectives of the Sports Science and Medicine team at all times.

The successful applicant will demonstrate high-standard clinical skills, and preferably will have experience working in a team environment with elite athletes / high performing-teams. Previous experience working within cricket is beneficial but not essential. While the role will be supported by the Lead Physiotherapist & Science and Medicine Lead, the successful applicant must be able to work autonomously and will show a commitment to continuing professional development and growth. An interest in cricket is important. Registration with the HCPC and Chartered Society of Physiotherapists is essential.

The role will also involve working with the coaching and administrative staff to further enhance the culture of Durham Cricket and its high-performance environment by upholding the club values and behaviours. Extended hours and regular travel throughout the UK during the County season (April-September) including weekends and Bank holidays is required. The post holder will be based at Durham Cricket at the Emirates Riverside in Chester-le-Street.

JOB DESCRIPTION

Job Title: Assistant Physiotherapist

Employer: Durham Cricket

Location: Based at Emirates Riverside, Chester-le-Street, with regular travel with the team

Employment Status: Full-time, Permanent

Line Manager/Reports To: Director of Cricket, and Lead Physiotherapist & Science and Medicine Lead

Direct Reports: Nil

Key Relationships:

Director of Cricket
Lead Physiotherapist & Science and Medicine Lead
Science and Medicine Team
Club Medical Officer
ECB Medical Department
Head Coach
Assistant Coach
Second XI Coach
Academy Coaches
Academy Manager

PURPOSE OF THE JOB

To provide physiotherapy service provision and support to the Professional, Academy and Pathway programme players to best prepare Durham players for performance and maximise player availability within a safe and supportive environment.

ROLES AND RESPONSIBILITIES

Undertake musculoskeletal screenings for all Professional and Academy players with the Lead Physiotherapist and Science and Medicine Team.

Provide match day physiotherapy coverage at all Durham Cricket Second XI fixtures, ensuring that acute injury management of the highest order is provided in the event of a player from Durham Cricket sustaining an injury.

Ensure that trauma management documentation exists for the venue and that pre-match trauma management meetings are undertaken with the opposition Science and Medicine Team and appropriate individuals.

Work within the Durham Cricket Science and Medicine Team to provide day to day physiotherapy support and pitch side trauma care for the Professional, Academy and Pathway programme players at matches and trainings as specified.

Provide musculoskeletal assessment for Professional, Academy and Pathway programme players as required, and develop evidence based rehabilitation programs and return to performance management plans in collaboration with the Science and Medicine Team.

Undertake administrative tasks relating to injury management including booking investigations and appointments, lodging insurance pre-authorisations, and completing medical insurance documents.

Provide regular feedback to the Lead Physiotherapist, Science and Medicine Team and coaching staff on the progress and status of injured players. Work collaboratively with the Science and Medicine Team to provide a structured weekly injury report detailing player availability.

When appropriate, liaise with the ECB's Science and Medicine Team regarding support and management of current and potential England international squad and pathway programme players from Durham Cricket.

Discuss with the Strength and Conditioning (S&C) Coaches and Science and Medicine Lead regarding appropriate warm-up and recovery strategies to be implemented by the Physiotherapist in the absence of the S&C Coach at any Second XI fixtures.

Work in collaboration with the Science and Medicine Lead and S&C Coaches to deliver bespoke injury prevention programmes and ensure ongoing conditioning of the Second XI and Academy players throughout the season.

Discuss injury assessment findings and concerns with the Lead Physiotherapist or where appropriate, the Club Medical Officer at the end of the day / match.

Work closely with the Lead Physiotherapist & Science and Medicine Lead, and Club Medical Officer in the management of complex injuries to ensure the highest quality of evidence based care for the Professional, Academy and Pathway programme players.

Promptly record all injury consultations and rehabilitation programs on the ECB electronic injury database. All documentation must be of an excellent standard and within medical legal guidelines.

In collaboration with the Science and Medicine Team, and coaching staff, monitor, review and manage individual player's workloads and wellbeing on a daily / weekly basis with formal review at monthly multi-disciplinary support staff meetings.

Assist in the delivery of in season rehabilitation and injury management to injured Professional and Academy players based at Emirates Riverside, ensuring all players are accommodated when the Lead Physiotherapist is travelling with the First XI.

Assist the Lead Physiotherapist & Science and Medicine Lead, and S&C Coaches in the development and implementation of daily recovery strategies to enhance the preparation and performance of Durham Cricket players during the course of the demanding playing season.

Attend monthly Durham Cricket multi-disciplinary team meetings to assist in the delivery of player case conferencing and injury updates as well as contributing to the performance of the team.

Undertake regular professional development to enhance knowledge of best practice models of injury prevention and management, and participate in the annual ECB Medical Conference.

Active involvement in Durham Cricket Science and Medicine Team inservices, quality projects, and research and development activities.

Note: The job description summarises the major roles and responsibilities of the job. It is not intended to exclude the job holder being asked to undertake any other activities as required from time to time by the Director of Cricket or the Lead Physiotherapist & Science and Medicine Lead, nor future changes to the job holder's responsibilities. The precise duties and responsibilities of any job may be expected to change over time. Job holders will be consulted over any proposed changes to this job description before implementation.

QUALIFICATIONS AND KEY COMPETENCIES

ESSENTIAL

- Bachelor Degree in Physiotherapy (or equivalent)
- Current registration with Health & Care Professions Council (HCPC)
- Current member of the Chartered Society of Physiotherapists (CSP)
- Minimum of three years post graduate experience in the provision of physiotherapy services
- Record of continuing professional development
- Advanced Life Support and Trauma Management training
- Full UK Driving Licence

DESIRABLE

- Experience working with elite athletes / teams including touring with high performance squads
- Post graduate qualification in Sports Physiotherapy, Sports and Exercise Medicine or Sports Rehabilitation
- Research experience and publication

SPECIFIC KNOWLEDGE & SKILLS

- An understanding of the physical demands of cricket and its injury profile
- Working experience with the development of young athletes
- Basic knowledge of S&C principles for elite athletes
- Understanding and working knowledge of load management
- Proficiency with injury prevention, physical preparation and rehabilitation of elite athletes
- Appropriate knowledge of concussion
- Ability to work collaboratively within a wider management group contributing to overall player wellbeing
- Good manual therapy skills
- Excellent interpersonal and communication skills, both written and verbal
- Computer literacy including use of Microsoft Office and electronic medical databases

PERSONAL ATTRIBUTES, APTITUDES AND ABILITIES

- Ability to motivate, persuade, support and influence individuals and organisations
- A commitment to equal opportunities and working towards equality standards
- Flexibility to work extended hours including evenings, weekends and Bank holidays
- A positive attitude with initiative, focus and drive
- A growth mindset

- Attention to detail and ability to plan effectively
- Patience with an orderly approach to problem solving
- A customer-orientated approach to all facets of the work and Club operations
- Ability to work independently and effectively under pressure
- Ability to work within a team and contribute to the overall success of the team and the Club
- Interact effectively with all departments and personnel at the Club
- Contribute positively at all times to a pleasant and friendly atmosphere throughout the Club
- Commitment to work to the Club standards within formalised rules, regulations, policies and procedures

SPECIAL CONDITIONS

The post holder will be based at the Emirates Riverside as part of the Operations Department. Due to the nature of the work the post holder will carry out his/her duties as such times/days which are most effective to perform the tasks required. This may involve some out of hours work – evenings, weekends, Bank Holidays, as necessary. The Club may require attendance at events, presentations, meetings at various times. The policies of the Club reflect a 52 week, 7 day operation for all cricket provision.

EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT

It is the policy of Durham Cricket to treat all employees and job applicants fairly and equally regardless of age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Furthermore, Durham Cricket will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above situations.

We recognise and value the difference and individual contribution that people make to the organisation. We strive to ensure that diversity as well as equality is embedded in all our policies, procedures and practices, responding to employees' needs and encouraging employee development to increase their contribution to effective service delivery.

HOURS

Full-time employed.

SALARY

£23,000 - £27,000 per annum depending on qualifications and experience.

HOLIDAYS

28 days per annum (pro rata) which includes the 8 statutory Bank Holidays in England & Wales.

PENSION SCHEME

Automatic Enrolment into the Royal London Group Personal Pension Plan. Matched employee contributions up to a maximum contribution of 5% of Basic Salary.

WORKPLACE

Durham Cricket, Emirates Riverside, Chester-le-Street, DH3 3QR.

TO APPLY

To apply for the role please send a covering letter detailing your suitability for the role and a current CV to recruitment@durhamcricket.co.uk. Closing date for applications is **Wednesday 11th March 2020**.

Interviews to be held week commencing 16th March 2020.