



**DURHAM  
CRICKET**

**EMPLOYMENT PACK**

**PHYSIOTHERAPIST**



## **INTRODUCTION AND OVERVIEW OF DURHAM CRICKET**

Durham County Cricket Club was established as an amateur Minor County in May 1882 and went on to become cricket's most successful Minor County and the first to beat a First-Class County when defeating Yorkshire in 1973. Durham was awarded first class professional status in December 1991 – the only new First-Class County in over 70 years – and played in the professional structure from 1992.

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 14,000 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.

**Durham Cricket Community Interest Company (CIC)** – Durham Cricket CIC operates the professional cricket side of the business.

**Durham Cricket Foundation** - the Foundation is the charitable arm of Durham Cricket and delivers initiatives aimed at providing opportunities and improving the lives of the local community. It is also primarily responsible for driving the growth in participation and ensuring the cricket clubs in the county are organised in a way to provide safe, welcoming environments to allow people to enjoy a lifelong involvement in cricket.

**Durham Cricket Events** – Durham Cricket Events runs the meetings and events, hospitality and catering operations at the Riverside.

## **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**

The vision of Durham Cricket has two key elements. Firstly, there is an internal vision which is designed to guide how the staff go about delivering on the organisation's values and objectives. Secondly there is an external vision which shows how Durham Cricket are going to deliver on its cricketing objectives and assist the ECB in meeting their strategies.

#### **Internal Vision:**

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

#### **External Vision:**

- 2      £2 million invested into recreational and community programmes
- 0      No debt
- 2      Winning two trophies
- 8      Producing eight new England players

### **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**

The following are a series of behaviours that we expect all of our people to adhere to:

- 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 are equitable and inclusive in the way we operate
- We care for our staff and look out for them at all times
- We stay true to our vision

# Durham Cricket – Physiotherapist

## JOB ROLE

**Role:** Physiotherapist

Reporting to the Director of Cricket, and Head of Medical Services/Lead Physiotherapist, the Physiotherapist will provide physiotherapy services and support to the Professional, Academy and Pathway programme players while representing Durham Cricket. Attendance and service provision for 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 to achieve the performance and professional objectives of the Science and Medicine team.

The successful applicant will demonstrate high-standard clinical skills and 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 Head of Medical Services/Lead Physiotherapist, 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 Cricket season (April-September) including weekends and Bank holidays is required. The post holder will be based at Durham Cricket at the Riverside in Chester-le-Street.

## JOB DESCRIPTION

**Job Title:** Physiotherapist

**Employer:** Durham County Cricket Club

**Location:** Based at the Riverside, Chester-le-Street. Regular travel with the team

**Employment Status:**

**Option 1** - Permanent contract

**Option 2** – Fixed term contract until end of September 2025

**Line Manager / Reports To:** Director of Cricket, and Head of Medical Services/Lead Physiotherapist

**Direct Reports:** Nil

**Key Relationships:**

Director of Cricket

Science and Medicine Team  
Club Medical Officer  
Head Coach  
Second XI Team Head Coach  
Academy Director  
Technical Coaches

### **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, and First XI fixtures as required, ensuring that acute injury management of the highest standard 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 programmes 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, requesting 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 Lead Physiotherapist 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 Medical Services Lead / Lead Physiotherapist 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, 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 programmes 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 the Riverside, ensuring all players are accommodated when the Lead Physiotherapist is travelling with the First XI.

Assist the Lead Physiotherapist, 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 demanding playing season.

Attend regular 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 in-services, quality projects, and research and development activities.

*Note: The above job description is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.*

## **Qualifications and Key Competencies**

### **Essential**

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

### **Desirable**

- Experience working with elite athletes / teams including touring with high-performance squads
- Postgraduate qualification in the relevant field e.g., Sports Physiotherapy; Sports and Exercise Medicine; Sports Rehabilitation

### **Specific Knowledge and 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 and programming for elite athletes
- Knowledge and understanding of workload management principles
- 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 facilitate a pleasant and friendly atmosphere throughout the Club
- Commitment to work to the Club standards within formalised rules, regulations, policies, and procedures



## **OTHER CONDITIONS**

The post holder will be based at The Banks Homes Riverside as part of the Science and Medicine 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 recognize 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.

## **SAFER RECRUITMENT POLICY**

Durham Cricket is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

## **HOURS**

Full time employed

**Please note there are two options for how the role will be performed and you should indicate your preference in the cover letter when applying'. The options are:**

**Option 1** - Permanent contract

**Option 2** – Fixed term contract until end of September 2025

## **SALARY**

£30,000 - £35,000 depending on 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, Banks Homes 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 [susan.dale@durhamcricket.co.uk](mailto:susan.dale@durhamcricket.co.uk)

Closing date for applications is **20th June 2025**.