



Job Description (Lead Sports Therapist)

Job Title	Women's Team Lead Sports Therapist	Date Prepared	September 2026
Reports to	Head of Women's and Girls' Football	Hours of Work	Casual
Closing Date	Wed 30 September (5pm)	Location	Ocean Park Arena Cardiff City Stadium Away Match Travel

Job Role

To lead the provision of sports therapy and medical support services for Cardiff City Women's First Team, contributing to the Performance and Medical Departments' vision of optimising player availability, athlete wellbeing and on-pitch performance through elite, integrated and evidence-based practice. The role will oversee injury prevention, assessment, treatment, rehabilitation and return-to-play processes whilst working collaboratively with coaching and performance staff to support the health and performance of players throughout the season.

Key Responsibilities

Clinical Care, Injury Management & Rehabilitation

- Lead the assessment, clinical diagnosis, treatment and rehabilitation of all musculoskeletal injuries sustained by First Team players, ensuring a consistently high standard of evidence-based care throughout the injury pathway.
- Design, deliver and regularly review individualised rehabilitation programmes, progressing players through each stage of recovery and return-to-play using objective and clinically relevant criteria.
- Deliver a range of treatment interventions including recovery strategies, manual therapy, soft tissue techniques, to optimise player health and readiness.
- Conduct pre-season medical screenings, musculoskeletal screenings, injury risk assessments and pre-signing or return-to-training evaluations, using findings to inform preventative and corrective interventions.
- Monitor and manage injured players, providing clear recommendations regarding training modifications, availability and return-to-play timelines.
- Liaise with external medical professionals, consultants and diagnostic providers where necessary to ensure players receive appropriate specialist care and support.

Matchday & Training Medical Provision

- Lead the planning and delivery of medical provision across all First Team training sessions, matches and football activities.
- Provide pitch-side emergency medical support and acute injury management in line with current governing body and professional standards.
- Ensure emergency action plans, medical equipment, consumables and treatment areas are maintained and match all operational and regulatory requirements.

- Coordinate player referrals, medical appointments, scans and specialist consultations, maintaining continuity of care and effective communication throughout.
- Travel with the team where required to provide medical support and ensure appropriate player care at away fixtures.

Player Health, Welfare & Performance Support

- Develop and implement injury prevention strategies aimed at maximising player availability and reducing injury burden across the season.
- Work collaboratively with coaching, performance and sports science staff to support squad management, training load decisions and return-to-training progression.
- Contribute to player monitoring, screening and testing processes, using available data to inform clinical decision-making and athlete management strategies.
- Promote a player-centred culture that prioritises long-term athlete health, welfare and sustainable performance.

Leadership, Administration & Governance

- Lead and develop the Women's medical provision, ensuring professional standards, clinical governance and best practice are consistently maintained.
- Maintain accurate, confidential and comprehensive medical records, treatment notes, injury reports and return-to-play documentation.
- Produce and communicate regular player availability updates to coaching and performance staff, supporting effective planning and squad management.
- Ensure compliance with FAW, league, safeguarding, health and safety and medical governance requirements.
- Provide professional support, guidance and clinical advice to Women's Academy medical staff and therapists where required, promoting consistency of medical standards, injury management processes and player welfare practices across the Club.
- Maintain relevant professional accreditation, insurance, safeguarding qualifications and continuing professional development requirements.
- Maintain own professional registration and continuing professional development to ensure up to date knowledge and alignment with current musculoskeletal and rehabilitation best practice.
- Carry out any other reasonable duties as directed by the Head of Women's and Girls' Football or other senior managers of the Club.

Club Responsibilities

Health and Safety

- To take responsibility for your own health, safety and welfare, ensuring compliance with Cardiff City Football Club's Health and Safety Policy, procedures and safe systems of work.

Data Protection

- To take responsibility for the protection of personal data and confidential information, ensuring compliance with General Data Protection Regulations and Cardiff City Football Clubs Data Protection Policy.

Training & Development

- To undertake all reasonable training, learning and development activity designed to support you in your role.

Diversity and Equality

- To be responsible for your own behaviour and act in a manner that avoids and discourages any form of discrimination or harassment; to comply with Cardiff City Football Club's Equal Opportunities Policy.

Qualifications, Key Skills and Experience

Essential

- BSc Hons Sports Therapy or equivalent.
- Current BASRaT or Society of Sports Therapists membership.
- Valid First Aid qualification (ITMMiF or equivalent).
- Experience leading injury management, rehabilitation and return-to-play processes in elite football.
- Experience in pitch side emergency and matchday cover.
- Experience working within a multidisciplinary performance and medical team.

Desirable

- Postgraduate qualification in Sports Therapy, Sports Rehabilitation, Strength & Conditioning or a related discipline.
- Additional qualifications in sports massage, manual therapy or rehabilitation.
- Experience working within women's sport.
- Experience using athlete management software.

Safer Recruitment Policy

Cardiff City Football Club operates a 'safer recruitment policy' and is committed to safeguarding and promoting the welfare of children and adults at risk and expects all staff and volunteers to share this commitment. All appropriate reference checks and Enhanced Level Disclosure and Barring Service (DBS) checks form a significant part of this recruitment process.

How to Apply?

If you are interested in this position, please submit an [application form](#) and CV to advert@myjobvacancies.co.uk stating "**Lead Sports Therapist (Women's Team)**" as the subject. The closing date for receipt of completed application forms is **17:00pm Wednesday 30th September 2026**