

## Job Description

<b>Job Title:</b>	Glasgow Warriors Team Doctor
<b>Reporting to:</b>	Glasgow Warriors Clinical Manager & Lead Physiotherapist
<b>Department:</b>	Glasgow Warriors
<b>Work Pattern:</b>	Averaging 0.5 FTE per week (Annualised to meet the needs of the squad including training attendance, clinical, admin and all games including travel to away games)
<b>Contract type:</b>	Fixed term contract 2 years
<b>Main Location:</b>	Scotstoun Stadium, Glasgow

### Job Purpose

To deliver a world class medical service to the senior players and senior academy players of Glasgow Warriors collaboratively with physiotherapy colleagues and the wider performance team of athletic development, nutrition, and psychology. The service should have patient safety, sound clinical governance, quality improvement, and clinical excellence at its core whilst contributing to the values and culture of the club and Scottish Rugby in the way that we work.

### Key Responsibilities

- Work collaboratively with physiotherapy colleagues to accurately assess, diagnose, and treat all medical, physical, and psychological problems that affect the players.
- Perform pre-participation screening on players (jointly with the lead physiotherapist) prior to new contracts commencing, screening for health problems that may negatively affect either themselves or other players such as cardiac anomalies or hepatitis B whilst advising Glasgow Warriors on any potential risks.
- Contribute to service development, clinical governance and both personal and group professional development.
- Updating standard operating procedures, emergency action plans, and medicines management policy.
- Liaise with national and club medical colleagues to ensure ongoing continuity of care regarding injury issues related to training and return to play.
- Contribute to on-field fitness to continue decisions during matches, with particular reference to making decisions around head injury and the HIA process.
- Lead collaboratively on pitch side immediate care situations as agreed in the pre-match huddle. Support a wider immediate care simulation programme within the club.
- Maintain confidential medical records in line with GMC and Scottish Rugby Policy, updating the Scottish Rugby system on a timely and accurate basis
- Contribute to injury and illness surveillance programmes and data collection as well as any Scottish Rugby or URC directed mandatory projects.
- Contribute to the work and meetings of the URC medical committee.

- Order and arrange delivery or collection of the medical and pharmaceutical supplies for emergency use at the club and away games including secure storage and safe prescribing and dispensing as part of the medicines management policy.
- Contribute to travel medicine planning including overseas touring.
- Lead on head injury education, assessment, management, and documentation for all players as per NICE guidance, Scottish government concussion guidance, URC, and World Rugby regulations.
- Provide continual re-enforcement of anti-doping awareness, supporting the central Scottish Rugby and WADA updates.
- Develop and foster a wide network of secondary care specialists to ensure timely opinion and management of all player injury and illness.

## Person Specification:

### Essential Experience and Qualifications required:

- GMC registered Medical Practitioner with licence to practice.
- Recognised post graduate qualification in Sport and Exercise Medicine (SEM)
- Able to gain medical indemnity insurance for elite professional rugby including international travel.
- At least 3 years' experience of working in elite sport, ideally team sport.
- Current Anti-doping education certificate e.g. UKAD
- Current World Rugby Level 3 or equivalent immediate care certification

### Desirable Experience and Qualifications:

- SEM MSc qualification, or Member or Fellow of Faculty of Sport and Exercise medicine UK
- Significant experience of rugby or a similar contact sport
- Significant experience with travelling with teams.
- Holds GMC certificate of completion of specialist or GP training in relevant field.
- Concurrent role in General practice or a trauma or musculoskeletal based speciality such as accident and emergency, orthopaedics or sport and exercise medicine.
- Formal training in the use of musculoskeletal ultrasound, joint injections, and MRI scan image interpretation

### Other requirements:

- Willing to work unsociable hours
- Satisfactory Disclosure Scotland / PVG check
- Ability to travel abroad to games or tournaments.
- Valid passport
- Driving licence

To be successful in this role:

Key competencies and behaviours required:

**Effective Communication:**

- Communicates in a manner which builds confidence in our ability to deliver as an organisation.
- Communicates with others in a positive manner.
- Ensures relevant information is communicated to the right people, in the right style, at the right time.

**Flexibility**

- Adapts well to change, adjusting to operational priorities as required.
- Listens to feedback and ideas from other people about how to improve processes.

**Facilitating Change**

- Takes personal responsibility for quality and continuous improvement.
- Actively influence others to take responsibility for quality and continuous improvement.

**Planning and Organising:**

- Identifies priorities and plans workload – short and long term.
- Manages own resource to ensure work completed efficiently.
- Identifies issues which may prevent goal achievement and makes plans to avoid this.

**Team working:**

- Willingly offers input and solutions to team issues supporting team success.
- Provides support to other team members.

**Personal Accountability**

- Demonstrates a committed, positive approach to work and colleagues.
- Takes responsibility for decisions, accuracy, and quality of own work.
- Maintains a high standard of work and seeks to continuously improve.
- Demonstrates a solutions mindset – identifying potential problems in advance and developing practical solutions to them.

**Leading Others**

- Coaches and supports colleagues, willing to share knowledge and expertise.
- Takes the lead role on specific pieces of work, supporting and co-ordinating the work of others.
- 

Should you wish to discuss the role further, please contact Andrew Boag, Clinical Manager & Lead Physiotherapist at [Andrew.boag@sru.org.uk](mailto:Andrew.boag@sru.org.uk)