



RECRUITMENT AND INFORMATION PACK

Assistant First Team
Physiotherapist





ABOUT US AND WHO WE ARE

The club was first founded in 1904. Brunton Park has been our home since 1909.

Located nine miles from the border with Scotland, it makes us the most northerly-based professional football club in England.

We have no close geographical football rivals with the closest being over 50 miles away.

We are defined in part by our geography, and also our history. Weather, rural landscape, local pockets of heavy industry and long distances combine to make us unique in the football pyramid.

We are the club of the regional capital and its biggest city. Our regional challenges demand a tough spirit.

We are the premier sporting organisation of Cumbria and a local community club that reaches far.

The club is traditional and proud of its heritage. We are used to highs and lows and have enjoyed success and adversity.

We are part-owned by the Carlisle United Supporters' Trust and they have representation as directors of the club on its board.

Our fans want their voice to be heard and are fiercely proud, loyal, strong-minded and vocal.

They demand honesty, passion, fight and determination, and commitment on and off the field.

They want to see local players flourish. Many come and go from our region, but they remain as Cumbrian's and Carlisle fans.

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CLUB VISION AND MISSION

VISION

- To compete at the highest level possible as a sustainable football club that inspires pride and is for everyone.
- Compete: We never give up as a club or individually. We give everything, with no fear and bounce back.
- Highest Level Possible: We aim to continually progress up the football pyramid with no self-imposed ceiling or limits on or off the field.
- Sustainable: Financially sound, operationally resilient, and community-rooted.
- Pride: A club that reflects positively on Carlisle, Cumbria, and all who support us.
- For everyone: We are open to all, welcoming and inclusive for the whole community.

MISSION

To win, grow, and inspire by building a high-performing, inclusive club that operates with integrity, ambition, and extraordinary teamwork - delivering excellence on and off the pitch.

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VALUES

Integrity

- Be honest, ethical, and respectful in every interaction.
- Communicate transparently and act with consistency.

Excellence

- Demand the highest standards in all areas - on and off the pitch, in operations, and in service.
- Celebrate effort, execution, and continual improvement.

Ambition & Innovation

- Embrace new ideas and strive to lead, not follow.
- Aspire to grow and achieve beyond expectations.

Teamwork & Respect

- Work collaboratively and listen.
- Treat everyone with dignity, fairness, and inclusivity.

Pride & Passion

- Represent Carlisle United with heart and purpose.



MAIN ROLES AND RESPONSIBILITIES

- Assist in the design and delivery of gym and pitch-based rehabilitation for injured first team players.
- Pre-training/game management of players including strapping, taping and administration of treatment as required.
 - Assist in the development and implementation of injury prevention strategies in conjunction with other performance staff.
- Close liaison with the Performance Department (Head Physiotherapist, Club Doctors, Sports Scientists and other members of the Coaching Staff to optimise player medical care, availability and performance.
- Delivery of individual and squad-based injury prevention programmes based on screening, past medical history and injury trends.
 - Assisting with pre-signing medicals as and when required.
- Arrange consultations with medical personnel and any relevant investigation related to an injury e.g. MRI scan, X-Ray appointments and coordinate any other forms of specialist treatments. Accompanying players to appointments as and when required.
- Complete comprehensive, accurate, reliable and confidential medical records for all professional players.
 - Provide medical cover for first team training sessions, first team fixtures, including home and away. This may include overnight stays as and when required.

QUALIFICATIONS

- BSc (hons) in Physiotherapy and member of the relevant professional regulating body (CSP/ HCPC) and experience of working within an elite sporting environment.
 - Valid driving licence.
 - ATMMiF qualified.
 - Eligible to work in the UK.

The position is salaried and will be dependent upon experience. Working hours will be based around the weekly training schedule and fixtures, but will involve working evenings and weekends so a flexible work approach is required.

Closing date: Monday 15 September. All applicants must apply in writing to Head Physiotherapist, Sophie Birnie, by email at sophie.birnie@carlisleunited.co.uk, and complete our application form, which can be found on our website. Please note, we reserve the right to close applications earlier if a suitable candidate is found.

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SAFEGUARDING STATEMENT

We are committed to safeguarding and promoting the welfare of young players. We expect all staff, volunteers, parents/carers, young players, any partner agencies or any commissioned service providers to share this commitment.

This role may involve working with under-18s and as such is subject to Enhanced Criminal Records Bureau (CRB) checks. Clearance through the FACRB system is required before any employee may commence employment. As such this post is exempt from the Rehabilitation of Offenders Act (1974) and the postholder applicant must disclose all previous convictions including spent convictions.

EDI

The club is committed to applying its Equality Policy at all stages of recruitment and selection, and adverts will contain an equal opportunities statement.

Shortlisting, interviewing and selection will always be carried out without regard to age, disability, gender, gender reassignment, marital / civil partnership status, pregnancy / being on maternity leave, race, religion/belief, sexual orientation, or any other legally protected characteristic.

Any candidate with a disability will not be excluded unless the candidate is unable to perform a duty that is intrinsic to the role, having taken into account reasonable adjustments. Reasonable adjustments to the selection process will be made to ensure that no applicant is disadvantaged because of his/her disability.



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