



# RECRUITMENT AND INFORMATION PACK

Lead Academy 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.

## RECRUITMENT AND INFORMATION PACK





# 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.

## RECRUITMENT AND INFORMATION PACK





# 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.

## RECRUITMENT AND INFORMATION PACK





# MAIN ROLES AND RESPONSIBILITIES

- Plan, deliver and evaluate treatment and rehabilitation strategies for Academy players.
  - Line manager to Academy Physiotherapists.
- Co-ordinate and manage the work schedules for all Academy physiotherapists on a weekly basis.
- Work closely with the First Team Physiotherapy department with regards to the transition of players into the professional squad.
  - Ensure appropriate medical supervision at all U18 training sessions and matches.
- Deliver indoors (Physio room and Gym) and outdoors (On field) rehabilitation sessions and safely return to play.
  - To meet the criteria of the EPPP.
- Ensure appropriate physio cover is in place for each Academy training session and games programme in compliance with EPPP requirements.
  - Organise Cardiac Screens for relevant age groups annually.
  - Conduct MSK screening of Academy players throughout the season.
    - Work as part of a multi-disciplinary team.
    - Create and coordinate CPD for Academy medical staff.
    - Ensure SOAP notes are recorded and up to date.
- Salary range is £32,500 to £35,000 per annum depending upon skills and experience.

## QUALIFICATIONS

- Chartered Physiotherapy Qualification is essential.
  - Member of the HCPC.
- ITMMiF qualification is essential, ATMMiF would be desirable.
- Experience treating paediatric and adolescent sports injuries is desirable.
  - Qualified in sports first aid.
  - Experience of working within elite sport (preferably football).
  - Enhanced DBS clearance.

Closing date is Friday 6 February 2026.

Please submit the application form to [Sarah.Mcknight@carlisleunited.co.uk](mailto:Sarah.Mcknight@carlisleunited.co.uk)

Please note, we reserve the right to close applications earlier if a suitable candidate is found.

## RECRUITMENT AND INFORMATION PACK





# SAFEGUARDING STATEMENT

The club has a top-level commitment to safeguarding which promotes practice and behaviours that value children and adults at risk, creates a culture of accountability and drives continual improvement.

We are committed to safeguarding and promoting the welfare of young players and staff. 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.

The Club follows a safer recruitment processs.

**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.



## RECRUITMENT AND INFORMATION PACK



