

JOB DESCRIPTION

Role / Title:	Company Physiotherapist, The Royal Ballet (Fixed term)
Reports to:	Clinical Director – Ballet Healthcare Clinical Lead – Ballet Healthcare

Main Purpose of the Job:

- To provide physiotherapy assessment, clinical diagnosis, treatment and exercise rehabilitation for the dancers of The Royal Ballet (currently about 90 or more), to the highest professional standards.
- To provide a reliable, high quality service that supports the performance needs of the Royal Ballet dancers and the longevity of their careers.
- To actively engage with and support the Healthcare team health and performance strategy, objectives and values.
- To work as an effective member of the multidisciplinary team of healthcare professionals led by the Clinical Director.
- The remit of the Healthcare team includes injury prevention, injury management and rehabilitation, assessments, performance enhancement, dance health education and clinical projects.

Main Responsibilities:

Service Delivery

- Receive therapy self-referrals from the dancers and from other members of the Healthcare Team.
- Assess and clinically diagnose musculoskeletal problems, reporting to the Clinical Director as required.
- Treat musculoskeletal problems using evidence-based therapy interventions within the scope of practice.
- Give the appropriate advice to each dancer under his or her care concerning the management of an injury.
- Refer to other members of the multidisciplinary team where their specific expertise would be beneficial to the dancer's diagnosis, resolution of their injury, or support their general training plan.
- Plan long-term rehab pathways in conjunction with the dancer and Healthcare team. These will be dancer centred, promoting full resolution of the injury whilst supporting ballet performance targets.
- Manage the patient's injury from initial assessment to completion of rehabilitation programme as required.
- Report to the Clinical Lead or Clinical Director on progression of treatment and grading of rehabilitation programme for assigned cases.

- Refer the patient to relevant visiting or external specialists, e.g. Orthopaedic Surgeon, Nutritionist, Psychologist etc. To attend and support these appointments on behalf of The Royal Ballet Healthcare Team.
- Liaise with other external healthcare practitioners, Consultant Surgeons or A&E as required.
- In the event of an emergency or accident, accompany the dancer to A&E and provide support for as long as necessary.
- Keep case notes and maintain standards of confidentiality to CSP and HCPC standards.
- Support all data gathering processes and systems effectively, including use of the Ballet healthcare data management system.
- Enact clinical governance procedures as set out by the Clinical Director within the Healthcare Clinical Governance Framework

Teamwork and Culture

- Support smooth running of the service when other team members are away on tour, including office-based duties.
- Work effectively as a clinical specialist in a small team, reporting regularly to the Clinical Lead on workload and case management.
- Support the culture of a high-performance team and a proactive rehabilitation environment.
- Support the sharing of information across the team for best practice, innovation and health education.
- Work to and uphold the standards defined for the Healthcare team within the Medical and Performance strategy.
- Undertake any other duties as reasonably required within the team.

Professional Development

- Undertake activities to support learning and development objectives as agreed in the annual performance review.
- Maintain awareness of new developments and innovation in physiotherapy treatments/ programmes and trends in dancers' health.

Behaviours:

- Proactively demonstrate a commitment and contribution to the Royal Opera House's health and safety culture in all activities
- Actively promote the value of diversity in all work; uphold the ROH values and behaviours: Treat each other with Respect - Be Open - Value the Highest Standards
- Ensure confidentiality, in line with organisational policy and data protection requirements
- With the other members of the team, share responsibility for housekeeping and the maintenance of standards within the department

This Job Description reflects the current situation. It does not preclude change or development that might be required in the future.

PERSON SPECIFICATION

Minimum Knowledge, Skills and Experience

- Professional qualifications including registration with HCPC and CSP, and substantial professional practice in physiotherapy specialising in musculoskeletal/sport physiotherapy.
- Proven rehabilitation competency in sport and/or dance with the ability to implement innovative ideas.
- Appreciation of the training and rehabilitation needs of dancers relevant to the ballet art form
- Ability to manage priorities and support a busy workload.
- Diplomacy, discretion and positive approach to all areas of case management.
- Credibility with patients and management as a trusted practitioner and advisor.

Other Essential Knowledge, Skills and Experience

- Ability to work effectively with internal systems and procedures, including the working practices of a major theatre.
- Ability to support data gathering processes and systems effectively.
- Ability to undertake learning activities for the successful implementation of the ballet healthcare data management system.
- The ability to promote effective teamwork and harmonious working relationships at all levels.
- Presentation and communication skills to motivate behavioural change and bring about a positive impact on performance.
- Ability to support a high-performance culture and team ethic.
- Commitment to maintaining own professional development.

Desirable Knowledge, Skills and Experience

- Have completed (or working towards) a relevant MSc or other comparative qualification.

Job Requirements

- Will need to make themselves available outside scheduled hours as required, including some evenings and weekends when necessary to cover performances.
- On-call hours and response to emergencies are also required in evenings and on weekends as part of a roster
- Undergo DBS check regarding working with minors.

The Royal Opera House is committed to creating a diverse and inclusive environment in which everyone can thrive.

