



# ROYAL OPERA HOUSE

## **JOB DESCRIPTION**

**Title:** **Clinical Lead - The Royal Ballet**

**Reports to:** **Clinical Director – Ballet Healthcare**

**Close liaison with:** All members of the Ballet Healthcare Multidisciplinary Team (MDT), Ballet Master, Ballet Mistress, Assistant Ballet Mistress, Repetiteur, Company and Tour Manager; external healthcare practitioners, as required

### **Main purpose of the job**

To provide clinical leadership for the treatment and rehabilitation programmes of dancers of the Royal Ballet working across all functional areas.

To be an active clinician available to provide physiotherapy treatment and care for the dancers of The Royal Ballet to the highest professional standards.

To support the Healthcare team aims and values by working as an effective member of the multidisciplinary team of healthcare professionals led by the Clinical Director.

To deputise for the Clinical Director in their absence and to assist the Director with the execution daily clinical operations

### **Main Responsibilities**

#### *Clinical Lead:*

- To assist the Clinical Director in delivering against the Ballet Healthcare Health performance and health strategies while demonstrating the team vision, mission and values
- To lead on all aspects of physiotherapy care within the department including physiotherapy treatment, rehabilitation, profiling, monitoring, CPD and operations.
- To oversee the delivery of all rehabilitation for dancers of The Royal Ballet including detailed development of rehabilitation pathways alongside the clinicians and members of the wider healthcare team.
- Act as a trusted senior advisor in a clinical capacity, drawing on a background as a senior physiotherapist in elite sport or dance and to use this experience to mentor clinicians within the healthcare team.
- Regular review and reassessment of outcomes and progress based against the agreed rehabilitation plans to maximise performance and rehabilitation goals.

- To work with the wider multidisciplinary team (MDT) to identify best-practice pathways and formalise these as a robust reference resource for The Royal Ballet.
- Advise the Clinical Director on any current casework issues, acute cases or trends in dancers' health and work collaboratively with them to identify innovative opportunities to implement meaningful programmes of change.
- To ensure that clinical governance and health and safety responsibilities are maintained and have responsibility for their delivery and audit

*Service Delivery:*

- Receive self-referrals from the dancers and from other members of the Healthcare Team and assess and diagnose and treat musculoskeletal problems, providing updates to the Clinical Director as required.
- Give the appropriate advice to each dancer under his or her care concerning the management of an injury and other aspects of health care.
- Plan long-term rehab pathways in conjunction with the dancer, taking in to account pathology, progression, loading variables and return to performance timeline.
- Refer the patient to relevant visiting or external specialists, e.g. Orthopaedic Surgeon, Nutritionist, Psychologist etc, and liaise with other external healthcare practitioners 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 as required.
- Support all data gathering processes and systems effectively, including use of the Ballet healthcare data management system, Smartabase for injury audit.
- Be across the weekly scheduling requirements of the team including staff cover

*Teamwork and Culture:*

- To deputise for the Clinical Director in their absence maintaining clear, unequivocal lines of communication regarding the running of the department.
- To be integral in the MDT delivery of an interdisciplinary model based on a high-performing team dynamic.
- Actively review the sharing of information across the team identifying effective ways of disseminating best practice, innovation, and health education.
- Support smooth running of the service when other team members are away on tour, including office based duties.
- Work to and uphold the standards defined for the Physiotherapy and Healthcare team.
- Undertake any other duties as reasonably required within the team.

*Professional Development:*

- Maintain own continuing professional development (CPD) in liaison with the Clinical Director.
- 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.

## **PERSON SPECIFICATION**

### ***Essential Knowledge, Skills and Experience***

#### ***Professional Practice***

- Professional qualifications including registration with HCPC and CSP, and substantial professional practice in musculoskeletal physiotherapy with evidence of comprehensive working in an elite performance environment in dance/sport
- Proven rehabilitation competency in dance and/or sport with the ability to lead and implement rehabilitation pathways across a number of disciplines within a MDT.
- Ability to seek out innovative 'best-practice' and synthesise this into healthcare delivery to optimise outcomes.
- Have completed a relevant MSc or other comparative qualification.
- Commitment to maintaining own professional development.
- Need to be highly organised
- Needs to have demonstrative project management skills

#### ***Project Management Skills***

- Ability to manage projects and deliver against goals and timeframes
- Ability to work effectively with internal systems and procedures while also having scope to develop these further
- Ability to support data gathering processes and systems effectively and use this to drive meaningful change in ballet healthcare.
- Ability to undertake learning activities for the successful implementation of the ballet healthcare data management system.

#### ***People Skills***

- Experience of facilitating a high-performing team in an elite performance environment.
- Clear and concise communication with the Clinical Director and Ballet Management to create a safe space for constructive dialogue
- Diplomacy, discretion and positive approach to all areas of case management.
- Credibility with patients and management as a trusted senior practitioner and advisor.
- 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.

#### ***Job Requirements***

- Flexibility to be available outside scheduled hours as required, including some evenings and weekends when necessary.
- Based on-site 5 days per week (40 hours)
- Ability to work evenings up until 7pm when scheduled
- On-call hours and response to emergencies are also required.
- Will need to travel when the Company goes on tour (2-3 weeks per year)
- Undergo DBS check regarding working with minors.

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