

SENIOR SPORTS PHYSIOTHERAPIST – PARA UNIT

Unit	NSWIS Para Unit	Area	Performance Health
Agency	The NSW Institute of Sport	Classification	NSWIS Grade 3, Level 3
ANZSCO code	234915	PCAT code	3119192
Reports to	Manager, Performance Health	Date of approval	30 April 2025

ORGANISATIONAL OVERVIEW

The NSW Institute of Sport [NSWIS] is a high-performance sporting organisation that supports Australian athletes to become world's best. We reach all regions of NSW with an Olympic and Paralympic training facility based at Sydney Olympic Park and high-performance hubs across NSW that provide world class daily training environments for our athletes and coaches. Our experts work in collaboration with partners within the national sporting system to create and deliver high performance support services and environments to prepare athletes and coaches for international competition.

NSWIS PARA UNIT

The NSWIS Para Unit is a key enabler of Australia's *Win Well HP2032+ Sport Strategy* and the *Para System Uplift*, serving to address systemic barriers and support aspiring Paralympic athletes upon entry and progression through the High-Performance Para Athlete Pathway.

The NSWIS Para Unit consists of a team of administration, coaching and performance support staff who work together and integrate with the wider NSWIS organisation to achieve the objectives of the unit.

A primary objective of the NSWIS Para Unit is to support the identification and verification of future Paralympic athletes who demonstrate the potential, commitment and drive to progress through the HP pathway to elite level competition. This will be achieved by facilitating an integrated and holistic approach for identified athletes; providing guidance, education for eligibility and classification, creating opportunities to sample Paralympic Games sports and disciplines, adoption of Individual Athlete Performance Plans (IAPPs) to identify needs and target development - as well as creating opportunities to access coaching expertise, classification expertise, performance support staff, the daily training environment and participation in competition.

ROLE PURPOSE

The Senior Sports Physiotherapist plays a vital role in working with the Para Unit to identify and deliver world-class physiotherapy services to para-athletes and high-performance athletes across multiple paralympic sports at NSWIS. This position exists to enhance athlete wellbeing, performance, and rehabilitation by integrating best-practice physiotherapy, injury prevention, and recovery strategies. By working collaboratively within an interdisciplinary, multi-sport performance team, the Sports Physiotherapist ensures para-athletes receive tailored support that enables them to maximize their training and competition potential. This role directly contributes to NSWIS's mission of supporting athletes to achieve international success by fostering a high-performance environment that optimises athlete availability, resilience, and long-term health outcomes.

KEY PERFORMANCE AREAS

- Lead, deliver, and provide oversight of all assigned para-athlete treatment and rehabilitation programs across multiple sports. This includes regular contact with any external providers with whom those

athletes have engaged, as well as working across disciplines to implement and drive rehabilitation and return to play plans.

- Apply a deep understanding of the para classification system to support informed decision-making within the Para Unit team, ensuring talented athletes are placed in the most suitable sports to maximise their performance potential.
- Proactively communicate with other performance team members regarding athlete health status, training status and training load to support collective decision making.
- Collaborate closely with senior leaders at NSWIS to design and implement a world-class program that successfully transitions talented para-athletes into high-performance pathways.
- Provide expert physiotherapy services to para-athletes, ensuring evidence-based interventions that enhance recovery, performance, and long-term health outcomes.
- Develop and implement comprehensive injury prevention and rehabilitation programs that maximise athlete availability and readiness for competition.
- Foster an integrated multidisciplinary approach by collaborating with coaches, medical professionals, and support staff to optimise athlete performance and wellbeing.
- Maintain accurate and timely athlete health records within relevant management systems, contributing to informed decision-making and long-term athlete monitoring.
- Educate para-athletes, NSWIS performance support staff and coaches on best practices in physiotherapy, self-management strategies, and injury prevention to support athlete independence and resilience.
- Build and sustain strong professional relationships with key stakeholders, including Paralympics Australia, National Sporting Organisations, and NSWIS partners, to enhance para-sport pathways and athlete support structures.

KEY CHALLENGES

- Understanding the intersection of an athlete's impairment and the classification systems across multiple sports, leveraging this knowledge to enhance competitive advantage and ensure optimal para-athlete performance pathways.
- Navigating the complexities of para-sport health and performance management, ensuring tailored rehabilitation strategies for athletes with diverse impairments.
- Balancing the demands of high-performance training with injury prevention and rehabilitation to maximise athlete availability and long-term health outcomes.
- Collaborating across multidisciplinary teams to integrate physiotherapy services effectively while maintaining consistency in communication and decision-making.
- Staying up to date with evolving research, technologies, and best practices in para-sport physiotherapy to continuously improve service delivery and athlete performance.

KEY RELATIONSHIPS

Who	Why
Chief Medical Officer	To support the successful delivery of NSWIS medical clinical services.
Manager, Performance Health	To support the implementation of NSWIS Performance Health strategic initiatives and physiotherapy clinical services.
Head of Para Unit and	To support the successful implementation and strategic growth of NSWIS'

Director, Coaching, and Talent Development	Para Unit.
NSWIS Coordinator, Para Unit	To facilitate effective sport operations
Athletes	To optimise clinical healthcare and performance outcomes.
Coaches and Performance Team	To support an integrated performance approach and collaboratively transition athletes into High Performance programs.
Para-sport & Classification Advisor	To support an integrated approach to athlete classification across the NIN network.
NSWIS partners	To enhance collaboration within the national system

ROLE DIMENSIONS

Budget	N/A
Authority / approval level	N/A
Direct reports	N/A

KEY EXPERIENCE AND KNOWLEDGE

Experience	Knowledge
<ul style="list-style-type: none"> 10+ years' experience in the provision and application of physiotherapy services and high-performance para-sports Experience working with high performance para-athletes and an understanding of para sport classification is highly desirable. Broad experience in high-performance sport across different sports and/or levels of the high-performance athlete pathway. 	<ul style="list-style-type: none"> Comprehensive knowledge of para classification, training loads and athlete health management in high-performance sport. Expertise in sports physiotherapy diagnosis, treatment, and rehabilitation specific to para-athletes. Proven ability to develop and implement proactive clinical service delivery models that optimise athlete health and performance. Strong knowledge of injury prevention, rehabilitation planning, and return-to-play strategies tailored for para-athletes. Experience working in a multidisciplinary high-performance environment, collaborating with coaches and support teams. Understanding of emerging research, technologies, and best practices in para-sport physiotherapy.






ESSENTIAL REQUIREMENTS

Essential	Desirable
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| <ul style="list-style-type: none"> ▪ Undergraduate degree in Physiotherapy. ▪ Master's or titling as a Sport and Exercise or Musculoskeletal Physiotherapist. ▪ Experience and knowledge of high-performance para-sport. ▪ AHPRA registration as a Physiotherapist. ▪ Experience with para-sport classification ▪ Sport Integrity Australia (SIA) Anti-doping Fundamentals and Annual Update. ▪ Valid Driver's License. ▪ Current Working with Children Check (WWCC). ▪ First Aid and CPR Certificate. | <ul style="list-style-type: none"> ▪ Experience in elite sports at a minimum of state or national representative level. ▪ An established network in the para-sport in Australia. ▪ Intermediate/advanced knowledge of MS Office programs |
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CAPABILITY SUMMARY

The [NSW Public Sector Capability Framework](#) is a foundational tool that supports the public sector to attract, recruit, develop and retain a responsive and capable workforce. Below are the capabilities and level required to successfully perform this role. The capabilities in **bold** are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Adept
	Value Diversity	Adept
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Adept
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Adept
 People Management	Manage and Develop People	Intermediate
	Inspire Direction and Purpose	Adept
	Optimise Business Outcomes	Adept
	Manage Reform and Change	Adept

FOCUS CAPABILITIES

The focus capabilities are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours expected at that level. Focus capabilities are aligned with the role's key performance areas.

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display resilience & courage	Adept	<ul style="list-style-type: none"> Be flexible, show initiative and respond quickly when situations change Give frank and honest feedback and advice Listen when ideas are challenged, seek to understand the nature of the comment, and respond appropriately Raise and work through challenging issues and seek alternatives Remain composed and calm under pressure and in challenging situations
Personal Attributes Manage self	Adept	<ul style="list-style-type: none"> Keep up to date with relevant contemporary knowledge and practices Look for and take advantage of opportunities to learn new skills and develop strengths Show commitment to achieving challenging goals Examine and reflect on own performance Seek and respond positively to constructive feedback and guidance Demonstrate and maintain a high level of personal motivation
Relationships	Adept	<ul style="list-style-type: none"> Tailor communication to diverse audiences Clearly explain complex concepts and arguments to individuals and groups

Group and Capability	Level	Behavioural Indicators
Communicate effectively		<ul style="list-style-type: none"> Create opportunities for others to be heard, listen attentively, and encourage them to express their views Share information across teams and units to enable informed decision making Write fluently in plain English and in a range of styles and formats Use contemporary communication channels to share information, engage and interact with diverse audiences
Relationships Commit to customer service	Adept	<ul style="list-style-type: none"> Take responsibility for delivering high-quality customer-focused services Design processes and policies based on the customer's point of view and needs Understand and measure what is important to customers Use data and information to monitor and improve customer service delivery Find opportunities to cooperate with internal and external stakeholders to improve outcomes for customers Maintain relationships with key customers in area of expertise Connect and collaborate with relevant customers within the community
Relationships Work collaboratively	Adept	<ul style="list-style-type: none"> Encourage a culture that recognises the value of collaboration Build cooperation and overcome barriers to information sharing and communication across teams and units Share lessons learned across teams and units Identify opportunities to leverage the strengths of others to solve issues and develop better processes and approaches to work Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services
Results Plan & prioritise	Adept	<ul style="list-style-type: none"> Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work Initiate, prioritise, consult on and develop team and unit goals, strategies and plans Anticipate and assess the impact of changes, including government policy and economic conditions, on team and unit objectives and initiate appropriate responses Ensure current work plans and activities support and are consistent with organisational change initiatives Evaluate outcomes and adjust future plans accordingly
Results Think & solve problems	Advanced	<ul style="list-style-type: none"> Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues Work through issues, weigh up alternatives and identify the most effective solutions in collaboration with others Take account of the wider business context when considering options to resolve issues Explore a range of possibilities and creative alternatives to contribute to system, process, and business improvements Implement systems and processes that are underpinned by high-quality research and analysis Look for opportunities to design innovative solutions to meet user needs and service demands Evaluate the performance and effectiveness of services, policies, and programs against clear criteria