

## SPORTS PHYSIOTHERAPIST – PARA UNIT

<b>Unit</b>	Medical	<b>Area</b>	Performance Health
<b>Agency</b>	The NSW Institute of Sport	<b>Classification</b>	NSWIS Grade 3, Level 2
<b>ANZSCO code</b>	234915	<b>PCAT code</b>	3119192
<b>Reports to</b>	Manager, Performance Health	<b>Date of approval</b>	29 May 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 Sports Physiotherapist plays a vital role in working with the Para Unit to identify and deliver world-class physiotherapy services to Para athletes and pre-categorised athletes across multiple 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 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

- Provide expert physiotherapy services to Para athletes, ensuring evidence-based interventions that

enhance recovery, performance, and long-term health outcomes across multiple sports.

- Apply an 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.
- Actively communicate with performance team members and maintain strong relationships with key stakeholders to optimise athlete well-being, training, and overall Para-sport pathways
- Develop and implement comprehensive injury prevention and rehabilitation programs that maximise athlete availability and readiness for competition.
- Maintain accurate and timely athlete health records within relevant management systems, contributing to informed decision-making and long-term athlete monitoring.
- Educate Para athletes and coaches on best practices in physiotherapy, self-management strategies, and injury prevention to support athlete independence and resilience.

## 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 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 NSWIS Para Unit	To support the successful implementation and strategic growth of NSWIS' Para Unit.
Athletes	To optimise clinical healthcare and performance outcomes.
Coaches and Performance Team	To support an integrated performance approach and collaboratively transition athletes into HP programs.

## ROLE DIMENSIONS

Budget	N/A
Authority / approval level	N/A

Direct reports	N/A
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## KEY EXPERIENCE AND KNOWLEDGE





Experience	Knowledge
<ul style="list-style-type: none"> <li>Experience and knowledge of high-performance Para sport across multiple sports and pathways.</li> <li>5+ years' experience in the provision and application of physiotherapy services.</li> <li>Experience working within disability-inclusive sport programs and an understanding of para sport classification.</li> </ul>	<ul style="list-style-type: none"> <li>Expertise in sports physiotherapy diagnosis, treatment, and rehabilitation specific to Para athletes.</li> <li>Strong knowledge of injury prevention, rehabilitation planning, and return-to-play strategies tailored for Para athletes.</li> <li>Experience working in a multidisciplinary high-performance environment, collaborating with coaches and support teams.</li> <li>Understanding of emerging research, technologies, and best practices in Para sport physiotherapy.</li> </ul>

## ESSENTIAL REQUIREMENTS

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

## 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	Intermediate
	<b>Act with Integrity</b>	<b>Adept</b>
	<b>Manage Self</b>	<b>Adept</b>
	Value Diversity	Intermediate
 Relationships	<b>Communicate Effectively</b>	<b>Adept</b>
	<b>Commit to Customer Service</b>	<b>Adept</b>
	<b>Work Collaboratively</b>	<b>Adept</b>
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Intermediate
	<b>Plan and Prioritise</b>	<b>Adept</b>
	<b>Think and Solve Problems</b>	<b>Adept</b>
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Intermediate

## 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
<b>Personal Attributes</b> Act with integrity	Adept	<ul style="list-style-type: none"> <li>Represent the organisation in an honest, ethical and professional way and encourage others to do so</li> <li>Act professionally and support a culture of integrity Identify and explain ethical issues and set an example for others to follow</li> <li>Ensure that others are aware of and understand the legislation and policy framework within which they operate</li> <li>Act to prevent and report misconduct and illegal and inappropriate behaviour</li> </ul>
<b>Personal Attributes</b> Manage self	Adept	<ul style="list-style-type: none"> <li>Keep up to date with relevant contemporary knowledge and practices</li> <li>Look for and take advantage of opportunities to learn new skills and develop strengths</li> <li>Show commitment to achieving challenging goals</li> <li>Examine and reflect on own performance Seek and respond positively to constructive feedback and guidance</li> <li>Demonstrate and maintain a high level of personal motivation</li> </ul>
<b>Relationships</b> Communicate effectively	Adept	<ul style="list-style-type: none"> <li>Tailor communication to diverse audiences</li> <li>Clearly explain complex concepts and arguments to individuals and groups</li> <li>Create opportunities for others to be heard, listen attentively, and encourage them to express their views</li> <li>Share information across teams and units to enable informed decision making</li> <li>Write fluently in plain English and in a range of styles and formats</li> </ul>

Group and Capability	Level	Behavioural Indicators
<b>Relationships</b> Commit to customer service	Adept	<ul style="list-style-type: none"> <li>Use contemporary communication channels to share information, engage and interact with diverse audiences</li> <li>Take responsibility for delivering high-quality customer-focused services</li> <li>Design processes and policies based on the customer's point of view and needs</li> <li>Understand and measure what is important to customers Use data and information to monitor and improve customer service delivery</li> <li>Find opportunities to cooperate with internal and external stakeholders to improve outcomes for customers</li> <li>Maintain relationships with key customers in area of expertise</li> <li>Connect and collaborate with relevant customers within the community</li> </ul>
<b>Relationships</b> Work collaboratively	Adept	<ul style="list-style-type: none"> <li>Encourage a culture that recognises the value of collaboration</li> <li>Build cooperation and overcome barriers to information sharing and communication across teams and units</li> <li>Share lessons learned across teams and units</li> <li>Identify opportunities to leverage the strengths of others to solve issues and develop better processes and approaches to work</li> <li>Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services</li> </ul>
<b>Results</b> Plan & prioritise	Adept	<ul style="list-style-type: none"> <li>Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work</li> <li>Initiate, prioritise, consult on and develop team and unit goals, strategies and plans</li> <li>Anticipate and assess the impact of changes, including government policy and economic conditions, on team and unit objectives and initiate appropriate responses</li> <li>Ensure current work plans and activities support and are consistent with organisational change initiatives</li> <li>Evaluate outcomes and adjust future plans accordingly</li> </ul>
<b>Results</b> Think & solve problems	Adept	<ul style="list-style-type: none"> <li>Research and apply critical thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence</li> <li>Anticipate, identify, and address issues and potential problems that may have an impact on organisational objectives and the user experience</li> <li>Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience</li> <li>Seek contributions and ideas from people with diverse backgrounds and experience</li> <li>Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness</li> <li>Identify and share business process improvements to enhance effectiveness</li> </ul>