

# SPORTS PHYSIOTHERAPIST

<b>Unit</b>	Medical	<b>Area:</b>	Performance Health
<b>Department/Agency</b>	The NSW Institute of Sport	<b>ANZSCO code</b>	234915
<b>Classification/band</b>	NSWIS Grade 3, Level 2	<b>PCAT code</b>	3119192
<b>Reports to</b>	Manager, Performance Health	<b>Date of Approval</b>	27 June 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.

## ROLE PURPOSE

The Sport Physiotherapist role is primarily responsible for developing and delivering world class, evidence-based, proactive clinical services to athletes for allocated sport(s) programs through the identification, prevention, treatment and management of injury and illness.

You are responsible for sports programs or athletes directed to you and an additional allocation of time will be dedicated to supporting other physiotherapists' sports programs for when programs are experiencing high demand or when practitioners are travelling with teams, as well as project work allocated by the Performance Health Manager.

## KEY PERFORMANCE AREAS

- Deliver and provide oversight of all assigned athlete treatment and rehabilitation programs. This includes regular contact with any external providers athletes have engaged, as well as working across disciplines to implement and drive rehabilitation and return to play plans.
- Ensuring long term injuries have been communicated to the Chief Medical Officer and Manager of Performance Health and that a return to play program has been designed in conjunction with the wider performance team and communicated to key stakeholders.
- Communication with other performance team members regarding athlete health status, training status and training load to support collective decision making.
- Acting as an integrated member of the sport program(s) to which you are assigned, including attendance in the Daily Training Environment (DTE), Performance Team meetings, and fulfilling touring responsibilities where mutually agreed (training camps, competitions, etc.).
- Contributing where appropriate to athlete monitoring initiatives, periodic health evaluations and reporting through relevant platforms.
- Liaise with members of the inter-disciplinary performance teams to regularly integrate data to assist in the development of injury and illness prevention programs in accordance with evidence-based practice.
- Responsible for ensuring relevant athlete medical records are up to date and accurate within AMS and using data collected to identify key areas for injury/illness prevention and longitudinal trends.
- Providing advocacy and support for best-practice servicing of Para-athletes within their Daily Training Environment.

## KEY CHALLENGES

- Delivering integrated and effective primary, secondary and tertiary prevention interventions and providing world class care to athletes, thereby maximising athlete availability to train and compete, and providing athletes with the best chance to perform optimally.
- Maintaining accurate injury and illness records, allowing meaningful injury surveillance to design injury risk reduction programs.
- Facilitate and deliver education to athletes regarding self-management strategies of common injuries.
- Proactively contribute to high performing teams through individual accountability, sharing information, involving team members in decisions, and demonstrating commitment to the team.

## KEY RELATIONSHIPS

Who	Why
Chief Medical Officer	To support successful proactive clinical delivery model services
Manager of Performance Health	To support delivery of NSWIS physiotherapy services and implementation of the unit's strategic initiatives.
Athletes	To optimise-clinical health care and performance.
Coaches and Performance Team	To support an integrated performance approach and collaboratively prepare world's best athletes
NSWIS partners	Foster collaborative relationships that inform and support achievement of athlete and sport outcomes
High Performance Manager	To support Key Performance Indicators for the sports programs.

## ROLE DIMENSIONS

Budget	N/A
Authority/approval level	N/A
Reporting roles	N/A

## ROLE REQUIREMENTS





Experience	Knowledge
<ul style="list-style-type: none"> <li>▪ 5+ years' experience in the provision and application of physiotherapy services</li> <li>▪ Breadth of experience in high performance sport across different sports and/or levels of the high-performance athlete pathway</li> <li>▪ Proven success in implementing a proactive clinical service delivery and technical knowledge for planning and managing athletes across multiple seasons/campaigns to support medal-winning</li> </ul>	<ul style="list-style-type: none"> <li>▪ Demonstrated knowledge of sports physiotherapy diagnosis, therapeutics, and clinical management as applied to elite athletes</li> <li>▪ Highly competent in a clinical setting delivering accurate diagnoses and evidence-based treatment</li> <li>▪ Knowledge of recent research findings, technological advances, and practices and how these may apply to elite athletes in a high-</li> </ul>

<p>performance (or equivalent) at a senior international level</p> <ul style="list-style-type: none"> <li>Proven capability to work in an integrated multi-disciplinary environment with high performance teams and stakeholders including coaches and athletes</li> <li>Proven ability to devise return to play plans for complex injuries and engaging relevant stakeholders to ensure world class delivery of rehabilitation plan</li> <li>Commitment to continuing education and upskilling, and commitment to becoming and maintaining standard as a world class sports physiotherapist</li> <li>Demonstrated past engagement in Para-sport and capability to work with complex and unique athlete presentations.</li> </ul>	<p>performance environment</p> <ul style="list-style-type: none"> <li>Comprehensive understanding of a proactive clinical care model and its role in the prevention of injury/illness and athlete availability</li> <li>Demonstrated knowledge of training and competition load principles</li> <li>Knowledge and understanding of the Australian high-performance sport system, and requirements of high-performance athletes and coaches</li> </ul>
---	---

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>AHPRA registration as Physiotherapist</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 and other sports specific computer programs (SmartaBase, Bridge Athletic desirable)</li> <li>SIA (PBTR) Child Protection and Safeguarding</li> </ul>

## CAPABILITY SUMMARY

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework). Below is the full list of capabilities and the level required for 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
	Display Resilience and Courage	Intermediate
	<b>Act with Integrity</b>	<b>Adept</b>
	<b>Manage Self</b>	<b>Adept</b>
	Value Diversity	Intermediate
	<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
	Deliver Results	Adept
	<b>Plan and prioritise</b>	<b>Adept</b>
	<b>Think and Solve Problems</b>	<b>Advance</b>
	Demonstrate Accountability	Adept
	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Intermediate

## FOCUS CAPABILITIES

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

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</li> <li>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, 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</li> <li>Seek and respond positively to constructive feedback and guidance</li> <li>Demonstrate a high level of personal motivation</li> </ul>
<b>Relationships</b> Communicate effectively	Adept	<ul style="list-style-type: none"> <li>Tailor communication to the audience</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> <li>Use contemporary communication channels to share information, engage and interact with diverse audiences</li> </ul>
<b>Relationships</b> Commit to customer service	Adept	<ul style="list-style-type: none"> <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 of recognising the value of collaboration</li> <li>Build co-operation and overcome barriers to information sharing and communication across teams/units</li> </ul>

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> <li>Share lessons learned across teams/units</li> <li>Identify opportunities to work collaboratively with other teams/units 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/unit goals, strategies and plans</li> <li>Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/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 achievements and adjust future plans accordingly</li> </ul>
<b>Results</b> Think & solve problems	Advanced	<ul style="list-style-type: none"> <li>Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues</li> <li>Work through issues, weigh up alternatives and identify the most effective solutions</li> <li>Take account of the wider business context when considering options to resolve issues</li> <li>Explore a range of possibilities and creative alternatives to contribute to systems, process and business improvements</li> <li>Implement systems and processes that underpin high quality research and analysis</li> <li>Look for opportunities to design innovative solutions to meet user needs and service demands</li> <li>Evaluate the performance and effectiveness of services, policies and programs against clear criteria</li> </ul>