

SENIOR SPORTS PHYSIOTHERAPIST

Unit	Medical	Area:	Performance Health
Department/Agency	The NSW Institute of Sport	ANZSCO code	234915
Classification/band	NSWIS Grade 3, Level 3	PCAT code	3119192
Reports to	Manager, Performance Health	Date of Approval	18 October 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 plays an integral part in Australia's High Performance 2032+ Sport Strategy and its vision that "We win well to inspire Australians". NSWIS is committed to building an inclusive and sustainable sporting system that is: performance driven, athlete focused, exceptionally led and purposefully collaborative.

ROLE PURPOSE

The Senior Sports Physiotherapist is responsible for developing and delivering world-class, evidence-based physiotherapy services focused on the rehabilitation and prevention of injury and illness in both able-bodied and para-athletes. The role drives proactive, high-performance health outcomes through best-practice clinical care, innovation, and collaboration within the performance team.

As a senior member of the Performance Health team, this role includes mentoring and supporting other physiotherapists to strengthen their technical skills and their understanding of the Australian high-performance system. The Senior Sports Physiotherapist leads by example, fostering excellence, professionalism, and a culture of continual learning to ensure NSWIS remains at the forefront of athlete health and performance.

KEY PERFORMANCE AREAS

- Support the Manager of Performance Health and Chief Medical Officer in delivering world-class physiotherapy and rehabilitation services across the department.
- Ensure robust systems and processes are implemented and maintained to measurably improve rehabilitation outcomes, return-to-play timelines, and injury prevention.
- Deliver expert, evidence-based care to assigned athletes, leading rehabilitation and return-to-play planning in collaboration with interdisciplinary team members and external providers.
- Communicate effectively to influence decision-making, contribute to performance team projects, and ensure alignment with broader athlete and program objectives.
- Maintain high standards of injury and health data management, ensuring information is accurate, current, and used to guide injury and illness risk-reduction strategies.
- Contribute to the department's reputation as a world leader in performance health by engaging in research initiatives and sharing insights through presentations at conferences and workshops.
- Demonstrate strong time management and planning skills, effectively balancing athlete servicing, performance

planning, data governance, meetings, and professional development.

- Apply a sound understanding of departmental goals and initiatives, showing initiative, accountability, and the ability to work both autonomously and under direction.
- Foster a positive and high-performing team culture through mentorship, collaboration, and leading by example.

KEY CHALLENGES

- Balancing the demands of providing technically outstanding physiotherapy care with the ability to communicate effectively and influence a diverse range of stakeholders, including athletes, coaches, and performance staff.
- Operating within a high-performance environment where priorities can shift rapidly, requiring adaptability, composure, and sound judgment under pressure.
- Managing multiple, often competing, priorities while maintaining a consistent standard of excellence in clinical care, data management, and collaboration.
- Sustaining high personal performance through strong self-management, reflection, and commitment to continual improvement.

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 department's strategic initiatives.
Athletes	To optimise clinical health care and performance.
Coaches and Performance Health and Performance Teams	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.

ROLE DIMENSIONS

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

ROLE REQUIREMENTS

Experience	Knowledge
▪ Minimum of 8 years' experience delivering physiotherapy services, with at least 5 years in sports physiotherapy at a national or international level.	▪ Demonstrated knowledge of sports physiotherapy diagnosis, therapeutics, and clinical management as applied to elite athletes

▪ Demonstrated experience working across multiple sports and levels of the high-performance athlete pathway. ▪ Proven success in implementing proactive, evidence-based clinical services to optimise athlete health, rehabilitation, and performance outcomes across multiple seasons or campaigns. ▪ Demonstrated ability to develop and manage complex return-to-play programs in collaboration with interdisciplinary teams and key stakeholders. ▪ Proven capability to work effectively within integrated high-performance environments alongside coaches, medical, and performance staff. ▪ Strong commitment to ongoing professional development and maintaining world-class standards in sports physiotherapy practice.	▪ Highly competent in a clinical setting delivering accurate diagnoses and evidence-based treatment ▪ Knowledge of recent research findings, technological advances, and practices and how these may apply to elite athletes in a high-performance environment ▪ Comprehensive understanding of a proactive clinical care model and its role in the prevention of injury/illness and athlete availability ▪ Demonstrated knowledge of training and competition load principles ▪ Knowledge and understanding of the Australian high-performance sport system, and requirements of high-performance athletes and coaches
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Essential	Desirable
▪ Master's degree or titling as a Sports and Exercise or Musculoskeletal Physiotherapist ▪ AHPRA registration as Physiotherapist ▪ Sport Integrity Australia (SIA) Anti-doping Fundamentals ▪ SIA Anti-doping Annual Update ▪ SIA (PBTR) Child Protection and Safeguarding ▪ Valid Driver's License ▪ Current Working with Children Check (WWCC) ▪ First Aid and CPR Certificate	▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs (AMS, Team Works, Bridge Athletic) ▪ Experience teaching and mentoring physiotherapists

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. 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	Adept
	Act with Integrity	Adept
	Manage Self	Adept
	Value Diversity	Adept
	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
	Deliver Results	Intermediate
	Plan and Prioritise	Adept
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Adept
	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Adept
	Manage and Develop People	Intermediate
	Inspire Direction and Purpose	Adept
	Optimise Business Outcomes	Adept
	Manage Reform and Change	Adept

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
Personal Attributes Display resilience & courage	Adept	- 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	- 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 Communicate effectively	Adept	- Tailor communication to diverse audiences - Clearly explain complex concepts and arguments to individuals and groups

Group and Capability	Level	Behavioural Indicators
		- 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	- 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	- 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	- 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	- 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
People management Manage & develop people	Intermediate	- Collaborate to set clear performance standards and deadlines in line with established performance development frameworks - Look for ways to develop team capability and recognise and develop individual potential - Be constructive and build on strengths by giving timely and actionable feedback Identify and act on opportunities to provide coaching and mentoring - Recognise performance issues that need to be addressed and work towards resolving issues - Effectively support and manage team members who are working flexibly and in various locations - Create a safe environment where team members' diverse backgrounds and cultures are considered and respected - Consider feedback on own management style and reflect on potential areas to improve