

Role Description

Casual Sports Physiotherapist



Cluster	Creative Industries, Tourism, Hospitality and Sport
Department/Agency	NSW Institute of Sport
Division	Performance Health
Classification/Grade	NSWIS Grade 3, Level 2
Location	Sydney
OSCA Code	262431
PCAT Code	3119192
Date of Approval	5 June 2026
Agency Website	NSW Institute of Sport (NSWIS)

Agency overview

The NSW Institute of Sport [NSWIS] is a high performance sporting organisation that supports exceptional athletes and inspires NSW communities. 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 leading daily training environments. Our experts work in collaboration with national sporting system partners to 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 – Win Well. We are committed to building an inclusive and sustainable sporting system that is athlete focused, exceptionally led and purposefully collaborative.

We ensure athlete safeguarding is prioritised and that the integrity of sport is embedded in our organisation.

Primary purpose of the role

The Casual Sports Physiotherapist provides clinical support to NSWIS sport programs to maintain continuity of care during periods of high demand, travel, and leave coverage.

The role focuses on delivering safe, effective physiotherapy services within an established program, supporting existing injury management, rehabilitation and monitoring processes.

Key accountabilities

- Deliver physiotherapy treatment and rehabilitation programs as directed within established performance plans
- Support injury management and return to performance processes under the guidance of the lead physiotherapist
- Communicate athlete health status, treatment updates and relevant observations to the performance team
- Contribute to the Daily Training Environment (DTE), including treatment sessions and agreed program activities
- Assist with athlete monitoring, screening and data collection where required
- Maintain accurate and timely clinical records within AMS
- Work collaboratively with performance team members to support athlete outcomes
- Provide support to Para-athletes as required within their training environment

Key challenges

- Delivering consistent clinical care across varying programs and environments
- Integrating into established teams and processes with limited onboarding time
- Maintaining accurate documentation and communication during short-term engagements
- Supporting continuity of care during staff absence or high workload periods

Key relationships

Internal

Who	Why
Chief Medical Officer	<ul style="list-style-type: none"> • To support successful proactive clinical delivery model services
Manager, Performance Health	<ul style="list-style-type: none"> • To support service delivery and allocation of work
Coaches and Performance Teams	<ul style="list-style-type: none"> • To support coordinated decision making
Manager, High Performance	<ul style="list-style-type: none"> • To support Key Performance Indicators for the sports programs.

External

Who	Why
NSWIS Athletes	<ul style="list-style-type: none"> • To optimise clinical health care and performance.
NSWIS Partners	<ul style="list-style-type: none"> • Foster collaborative relationships that inform and support achievement of athlete and sport outcomes

Role dimensions

Decision making

Nil

Reporting line

Nil

Direct reports

Nil

Budget/Expenditure

Nil

Key knowledge and experience

- Experience in high performance sport across different sports and/or levels of the high-performance athlete pathway
- Experience with designing return to play plans for complex injuries and engaging relevant stakeholders to ensure world class delivery of rehabilitation plan

Essential requirements

- Current Working with Children check
- Current First Aid and Resuscitation certificate

- Undergraduate degree in Physiotherapy
- Master’s or titling as a Sport and Exercise or Musculoskeletal Physiotherapist
- AHPRA registration as Physiotherapist
- Demonstrated knowledge of sports physiotherapy diagnosis, therapeutics, and clinical management as applied to elite athletes
- 3+ years’ experience in the provision and application of physiotherapy services

Capabilities for the role



The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.



Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Capability group/sets	Capability name	Behavioural indicators	Level
 <p>Personal Attributes</p>	<p>Act with Integrity Be ethical and professional, and uphold and promote the public sector values</p>	<ul style="list-style-type: none"> • Represent your organisation in an honest, ethical and professional way and encourage others to do so • Act professionally and support a culture of integrity • Identify and explain ethical issues and set an example for others to follow • Promote a workplace culture that values high ethical standards and behaviour • Act to prevent and report misconduct and inappropriate behaviour • Put strategies in place to manage and monitor conflicts of interest • Ensure that others are aware of and understand the legislation and policy framework within which they operate’ 	Adept
 <p>Personal Attributes</p>	<p>Manage Self Be persistent, self-reflect and commit to learning</p>	<ul style="list-style-type: none"> • Keep up to date with contemporary knowledge and practices • Seek and take advantage of opportunities to learn and apply new skills • Commit to achieving challenging goals • Seek and respond positively to constructive feedback and advice 	Adept



Capability group/sets	Capability name	Behavioural indicators	Level
		<ul style="list-style-type: none"> Examine and reflect on your performance 	
 Relationships	Communicate Effectively Communicate clearly, pay attention to others and respond with understanding and respect	<ul style="list-style-type: none"> Tailor communication to suit the needs, backgrounds and perspectives of diverse audiences and address barriers to participation Clearly explain complex ideas and arguments to individuals and groups Create opportunities for others to contribute Share information with other teams and business units to enable informed decision-making Write clearly and concisely in a range of styles and formats Use contemporary communication channels to share information, engage and interact with diverse audiences Pay attention and encourage others to express their views 	Adept
 Relationships	Commit to Customer Service Provide customer-focused services in line with public sector and organisational objectives	<ul style="list-style-type: none"> Take responsibility for delivering high-quality customer-focused services Design processes and policies based on the customers' experience and engage people with lived experience to inform service improvements Create opportunities to learn about and measure what is important to customers by engaging with a wide range of customer experience Use customer data, feedback and insights to improve service delivery Find opportunities to collaborate with internal and external stakeholders to improve outcomes for customers Maintain relationships with key customers in your area of expertise Connect and collaborate with relevant customers from the community 	Adept
 Relationships	Work Collaboratively Collaborate with others and value their contribution	<ul style="list-style-type: none"> Encourage a workplace culture that values collaboration Communicate with other teams to improve information sharing Share lessons learned with other teams and business units Identify opportunities to collaborate with stakeholders, including people with lived experience, to develop better processes and solutions Actively use digital information platforms, collaboration tools and other digital technologies 	Adept



Capability group/sets	Capability name	Behavioural indicators	Level
		<p>to share information and work with diverse audiences to solve problems and improve services</p> <ul style="list-style-type: none"> Consider diverse cultural perspectives to provide insights into collaborative work 	
 Results	Plan and Prioritise Plan to achieve priority outcomes and respond flexibly to changing circumstances	<ul style="list-style-type: none"> Consider the future aims and goals of the team, business unit and your organisation when prioritising work Set, prioritise, consult on and develop team and business unit goals, strategies and plans Anticipate, assess and respond appropriately to the impact of changes, including changes to government policy and economic conditions, on team or business unit goals Ensure current work plans and activities support and are consistent with organisational change initiatives Evaluate outcomes and adjust plans accordingly 	Adept
 Results	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	<ul style="list-style-type: none"> Make recommendations based on evidence by researching and critically analysing information and identifying interrelationships Anticipate, identify and deal with issues and potential problems that may impact organisational goals and the customer experience Think creatively to come up with new ideas to resolve issues and improve customer experience Seek input and ideas from people with different backgrounds and experiences Participate in and contribute to team or business unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvements to enhance effectiveness Analyse data and information to identify insights and communicate findings in a clear and meaningful way 	Adept

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identify performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes, however, may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
 Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Intermediate
 Personal Attributes	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate
 Relationships	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate
 Results	Deliver Results	Achieve results by using resources efficiently and committing to quality outcomes	Adept
 Results	Demonstrate Accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	Adept
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Intermediate
 Business Enablers	Technology	Understand and use available technology to maximise efficiencies and effectiveness	Intermediate

Capability group/sets	Capability name	Description	Level
 Business Enablers	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Foundational
 Business Enablers	Project Management	Understand and use effective ways to plan, coordinate and control projects	Intermediate