**POSITION DESCRIPTION**

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| Revision Date: | **January, 2020** |
| Prepared by: | **Steve Hawkins** |

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| **Position Title:** | **VIS Soft Tissue Therapist** |

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| **Incumbent:** | Vacant |

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| **Program/Dept:** | Performance Pathways Team | **Reports to:** | Lead Physiotherapist |
| **Functional Budget** |  | **Direct Reports:** | Nil |
| **Location/s:** | VIS and sports venues as required | | |
| **Employment Status:** | Fee for service contractor (see Service Agreement for details) | | |

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| **Primary Purpose of Position** |
| The VIS Soft Tissue Therapist will……  Provide Soft Tissue Therapy services to VIS athletes to aid in recovery and injury management, and ultimately enhance performance outcomes.  Contribute as a member of an inter-disciplinary team in a collaborative manner at all times. |

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| **Qualifications** |
| **Essential** |
| Tertiary qualification in Myotherapy or Soft Tissue Therapy |
| Membership of MMA (formerly AAMT) or equivalent |
| Current First-Aid certificate |
| Current Drivers Licence |
| Current Working with Children Check (WWCC) |
| Current Safeguarding Children Certification |

**VIS Soft Tissue Therapist**

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| **Responsibilities and Measures** | |
| **Task** | **Measures and Outcomes** |
| 1. Provide world class soft tissue therapy services to VIS athletes | High levels of satisfaction from athletes and coaches regarding standard of care |
| 2. Maintain accurate treatment records via AMS, including assessment, treatment and shared notes components | AMS records kept up to date and accurate |
| 3. Liaise, as appropriate, with other support staff regarding athletes’ physical capacity | High levels of support staff satisfaction as a result of seamless sharing of appropriate information |
| 4. Maintain professional membership of Massage and Myotherapy Association (MMA), or equivalent, including requirements for ongoing professional development (PD) and adherence to the MMA code of ethics and standards of practice | Evidence of professional membership to be provided on an annual basis |
| 5. Maintain professional indemnity insurance (to a value of at least $20,000,000) as well as public and products liability insurance (to a value of at least $20,000,000) | Evidence of certificate of currency to be provided on an annual basis |
| 6. Carry out servicing at agreed times by negotiation with Lead Physiotherapist. Notification of leave periods to be provided at least four weeks in advance (except in the case of unforeseen illness) | Present for agreed sessions at all times |
| 7. Refer athletes, as appropriate or necessary, to other members of the support team, including Medical, Physiotherapy, Dietitian, Sport Psychologist or Performance Lifestyle (AWE) | Athletes directed to appropriate staff in a timely and efficient manner, promoting a proactive care model and a strong interdisciplinary approach |
| 8. Continuously create opportunities to professionally develop the VIS Soft Tissue Therapy service | Personal/ Professional satisfaction for soft tissue therapist within VIS setting.  High professional regard for the VIS STT service from external stakeholders |
| 9. Other duties as required | Tasks completed |

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| **Core Competencies & Personal Qualities** | |
| **Essential** | |
| **Competencies** | **Qualities** |
| Job Skill/ Knowledge Communication Ethics  Time Management Athlete Welfare Reflection  Collaboration Attention to Detail Team Work | Passion for sporting achievement  Personal commitment to excellence  Contribution to high performance culture |

**VIS Soft Tissue Therapist**

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| **Experience and Skills** |
| **Essential** |
| At least 3+ years’ experience working in a high performance sport environment |
| Demonstrated knowledge of injury epidemiology and management in elite sport |
| Demonstrated ability to provide appropriate soft tissue therapy service to athletes and sport programs |
| Demonstrated ability to exercise sound judgement, observe confidentiality and use discretion and initiative |
| Demonstrated desire for skill and knowledge improvement across career |
| Proven experience of working within an integrated/inter-disciplinary program environment |
| Demonstrated ability to work within a team and deliver high level communication standards |
| Demonstrated ability to adhere to a professional code of ethics |
| **Desirable** |
| Experience using the Smartabase AMS platform |
| Positive, flexible and optimistic approach |
| Ability to contribute to the development of the VIS high performance culture and environment |

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| **Relationships** | |
| **With** | **Purpose** |
| Lead Physiotherapist | Maintain the efficient, effective running of the VIS soft tissue therapy service |
| Program support staff | Encourage an interdisciplinary approach to athlete care |
| Program coaches | Promote the efficacy and potential performance benefits of a proactive utilisation of the Soft Tissue Therapy service |
| VIS athletes | Develop rapport and establish trusting professional relationships to achieve maximal effect from soft tissue therapy servicing |

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| **General Performance Indicators** |
| Ability to work within a team environment and to relate with athletes, coaches and staff |
| Seeking continuous improvement in the outcomes of the services through critical evaluation & implementation of agreed actions resulting in improved results year on year |

**VIS Soft Tissue Therapist**

JOB DESCRIPTION - CORE COMPETENCIES

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| **No** | **Competence** | **Description** |
| 1 | **Job Skill/ Knowledge** | Always displays a complete and extremely high level of knowledge and skills specific to all areas of responsibility and tasks of their position |
| 2 | **Communication** | Extremely efficient in the clear expression of both written and verbal communication; always able to structure ideas in an articulate manner and adapt the message to the audience; ensures that the message is understood |
| 3 | **Ethics** | Always treats superiors, athletes and colleagues with honesty, respect and fairness; makes decisions within an ethical context; always protects values, confidentiality and organisational information where appropriate |
| 4 | **Time Management** | Extremely good at prioritising time and resources in maximising effectiveness; constantly looking for indications that resources and time are not being used to best advantage; deadlines are always met |
| 5 | **Athlete Welfare** | Demonstrates a sincere commitment to meeting relevant athlete needs; intrinsic desire to help others; ensures problems are solved as soon as possible |
| 6 | **Attention to Detail** | Can always be relied upon to produce completely accurate data and documentation; attention to detail is never compromised |
| 7 | **Collaboration** | Has a complete understanding of their role within their own and associated organisations; effectively collaborates within and outside the organisation to achieve common goals |
| 8 | **Reflection** | Demonstrates the ability to reflect on a body of work carried out as well as the athlete’s progress or lack thereof |
| 9 | **Teamwork** | Displays a willingness to work with others towards a common goal; highly motivated to achieve the objectives of the team; builds team spirit and motivates the team |