



**SCHEDULE A**  
**JOB DESCRIPTION**  
**ROWING CANADA LEAD THERAPIST**

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- 1.0 ORGANIZATION:** Canadian Amateur Rowing Association  
(Rowing Canada Aviron)
- 1.1 TITLE:** Lead Therapist
- 1.2 JOB CATEGORY/NATURE OF POSITION:** Full time professional
- 1.3 IMMEDIATE SUPERVISOR:** RCA Chief Medical Officer, or designate
- 1.4 LOCATION:** RCA National Training Center (Victoria)
- 2.0 RESPONSIBILITIES AND DUTIES**
- 2.1 GENERAL**

The Lead Therapist responsible for daily direct therapy support and national team therapy program implementation for RCA Athletes.

As a key member of the RCA SSSM leadership group and Performance Enhancement team, the Lead Therapist will be actively involved in the development and implementation of the Sport Science & Sport Medicine (SSSM) strategy, culture and plan. The Lead Therapist will provide oversight and co-ordination of all full time, part time and contracted RCA therapists. As well, working with the RCA Chief Medical Officer (CMO) and respective Sport Science and medical professionals contracted by RCA, the Lead Therapist will provide on-site management of medical and rehabilitative monitoring protocols as agreed to by said professionals.

The individual will work at the RCA National Training Centre (NTC) and will provide team support at training camps and competitions as determined in the annual planning process. As well, the Lead Therapist will be responsible for managing the RCA administrative protocols that pertain to supplies and services required within the medical and Therapy program.

At the direction of the High Performance Director (HPD), or the CMO, the Lead Therapist may represent RCA in dealings with CSI Network and other identified service organizations in respect to national team medical and therapeutic support needs. The individual shall work closely with the HPD, High Performance Manager (HPM), National Team Manager(s), the CMO, and the Finance Officer to prepare and monitor budgets as necessary.



In a medical sense, the Lead Therapist works under the direction of and reports to, RCA's CMO. In an overall program and administrative sense, the Lead Therapist is responsible through the HPM to the HPD.

The Lead Therapist will have all up to date professional certifications required by respective Canadian licensing agencies.

The Lead Therapist shall comply with any and all RCA and Professional Association codes of conduct that relate to his/her activities.

## **2.2 SPECIFIC**

### **A. National Team**

- Lead the daily implementation of an athlete treatment process that is focused on pro-active monitoring and management of athlete health and structural assessments.
- Provide triage and immediate care in the DTE for RCA athletes.
- Co-ordinate care of athletes with the CMO and provide regular communication updates as needed to Coaches, HPD, HPM and SSSM practitioners.
- Monitor and respond to daily athlete tracking and monitoring reports to ensure immediate and proactive interventions or alerts where appropriate.
- Manage the internal RCA process of athlete referrals to appropriate professional medical staff, and ensure timely and appropriate follow up and monitoring.
- Co-ordinate therapy including scheduling, reporting and injury monitoring / management.
- Provide and manage individualised rehab and return to water programs for injured athletes in conjunction with the CMO, external providers, Strength & Conditioning, Physiology and Coaches.
- Maintain regular communication with therapy providers in the DTE and externally to ensure collaboration and coordination of care.
- Manage the first aid and emergency care plan for the NTC.
- Assist the CMO in the development and monitoring of an athlete care protocol for the RCA national team.
- Ensure appropriate athlete files are maintained and that logs monitoring athlete rehabilitation progress are kept as required.
- Work with the HPM to provide for appropriate athlete treatment structures off site at training camps and competitions as determined in the annual plan and be available for travel for training camps and competitions as determined in the annual plan
- Work with all RCA staff to provide a continuous and progressive athlete centered high performance environment.

### **B. Administration**

- Lead the daily administrative process in respect to athlete treatment appointments and provide coordination support for sport science services.
- Ensure that the logging of athlete medical status is up to date within the RCA injury and treatment database (Smartabase).



- Provide a weekly athlete medical / therapy status and treatment plan report to CMO, HPD, Coaches and SSSM providers
- Assist the CMO and the HPM in the planning and implementation of sport practitioner meetings at appropriate times within the year.
- Work with the HPD, HPM, National coaches, CMO and SSSM leads in providing therapy input into the YTP planning process and implementation.
- In conjunction with the CMO plan and Co-ordinate intake and screening medicals / labs and baseline testing for all RCA athletes identified for the NTC and Next Generation (NextGen) Hubs.
- Work with the HPM and CMO to coordinate the ordering and stocking process for all medical supplies as required by the RCA National Team for both training centres, all training camps and competitions.

#### **C. Sport Science and Research (Performance Enhancement Team)**

- Work with the CMO, HPD, HPM and the respective Sport Science team to ensure that the Sport Science and Research needs of the National Team Program are met.
- Work with the CMO, HPD, HPM and discipline leads to develop identified Performance Enhancement Team initiatives which may include but are not limited to Data, Analysis, education, culture, prevention etc
- In conjunction with SSSM leads and CMO to implement the injury prevention / analysis monitoring, biomechanic programs
- Assist the HPD, Head Coaches, CMO, and HPM with planning, implementation and monitoring of the athlete assessment and testing programs.
- Where appropriate, act as an RCA liaison with CSI on elements of Sport Science monitoring and research that relate directly to athlete health and conditioning matters.

#### **D. Developmental Programs**

- Work with the Director of Athlete development Director HP Athlete & Coach Pathways, HPD, HPM and CMO in coordinating and managing prevention, screening monitoring and rehab services for the U23 and NextGen programs.

### **3 Professional Development**

- Lead therapist is to continue with professional development in both professional therapy fields as well as in professional leadership / Sports science programs.
- Professional development programs are to be agreed to with the CMO in keeping with identified gaps or innovative opportunities identified during the review process.

### **4. Degrees of Supervision**

The Lead Therapist shall consult regularly with National Team Coaches, National Team Medical and the CMO in program activities. It is expected that frequent communication will also occur with the HPD and HPM. The individual shall be responsible to and evaluated by RCA's CMO and HPD.

### **5. Power of Decision**



The Lead Therapist shall participate in meetings specific to the job requirements and will be responsible to make recommendations where necessary. The individual will have sufficient authority to act in the daily management of program areas in accordance with the policies, programs and budget. Beyond these limits, the individual is required to have decisions approved by the CMO, HPD or HPM.

## **6. Qualifications and Experience**

Applicants must be either an Athletic Therapist with:

- Valid certification as a Certified Athletic Therapist from a recognized institution with valid membership at CATA.
- Preferably with added sports certification and or additional modality certification

or, a Physiotherapist with:

- Masters degree in physiotherapy (or equivalent) from a recognized institution
- Valid Certificate of Registration with the College of Physiotherapists
- Preferable - Additional diploma in sport physiotherapy with Sport Physiotherapy Canada (SPC) and additional certifications.

And,

- a minimum 5 years experience with a national or international sports organization
- experience with Paralympic athletes and programs
- preferable - major Games experience or specific rowing experience
- preferable - demonstrated experience with multiple treatment modalities
- experience in return to competition rehab management and programming
- preferable - able to communicate in both official languages
- availability to travel with the RCA teams to camps and competitions as required
- Valid Certification in first responder and CPR

Salary commensurate with Qualifications and Experience

Candidates will be required to submit Criminal Record Check prior to confirmation of employment.

Closing date: October 31, 2017.