



JOB DESCRIPTION

LEAD THERAPIST

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:	High Performance Director
1.4 LOCATION:	National Training Center, Shawnigan & Quamichan Lake, BC

2.0 RESPONSIBILITIES AND DUTIES

2.1 GENERAL

The Lead Therapist is responsible for daily direct therapy support and national team therapy program implementation for RCA Athletes and to provide overall management of the Sport Medicine program for RCA.

At the direction of the High Performance Director (HPD), or in collaboration with the Chief Medical Officer (CMO), the Lead Therapist may represent RCA in dealings with CSI Network and other identified service organizations in respect to national team medical and therapy support needs. The individual shall work closely with the HPD, Lead Coaches, the CMO, Administrative staff and the Finance Officer to prepare and monitor budgets as necessary.

Reporting to Rowing Canada Aviron's (RCA's) High Performance Director, the Lead Therapist shall be based out of the National Team Daily Training Environment (DTE) and responsible for daily direct therapy support and national team therapy program implementation for all RCA Athletes (Olympic, Paralympic, and NextGen).

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 any contracted therapists providing additional support to the NTC athletes or event teams. As well, working with the RCA 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.

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. This position will require domestic and international travel, with variable hours, including early mornings and weekends.

The Lead Therapist will have all up to date professional certifications required by respective Canadian licensing agencies and shall comply with all RCA and Professional Association codes of conduct that relate to their activities.

2.2 SPECIFIC

A. National Team

- Lead the design, development and implementation of a proactive athlete care model, built around proactive monitoring, early intervention and collaborative health management Triage and provide immediate care in the DTE for RCA athletes.
- Co-ordinate athlete care plans with the CMO, collaborate with coaches and SSSM providers to optimise their implementation and provide regular communication updates as needed to HPD.
- 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 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.
- Working closely with the HPD, maintain and build a support network of contracted therapy support providers to ensure adequate cover is in place for targeted RCA athletes throughout the season
- Manage the first aid and emergency care plan for the NTC.

- With the CMO, lead 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.
- 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 the CMO, Lead Coaches, and the Administration Staff in providing a continuous and progressive athlete centred 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 (Juvonno).
- Provide a weekly athlete medical / therapy status and treatment plan report to CMO, HPD, Coaches and SSSM providers.
- In conjunction with the CMO, plan and coordinate intake and screening medicals / labs and baseline testing for all RCA athletes identified for the NTC and Next Generation (NextGen) program.
- Work with the CMO and Administration staff to coordinate the ordering and stocking process for all medical supplies as required by the RCA National Team for training centres, all training camps, and competitions.

C. Sport Science and Research (Integrated Support Team)

- Work with the Coaches, HPD and the respective Sport Science team to ensure that the Sport Science and Research needs of the National Team are met.
- Work in conjunction with IST leads and CMO to implement injury prevention / analysis monitoring, biomechanic programs.
- Work with HPD, Coaches, and the CMO with planning, implementation, and monitoring of the athlete assessment and testing programs.

D. NextGen Programs

- Work with the HP Leadership Team 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 HPD and CMO in keeping with identified gaps or innovative opportunities identified during the review process.

4. DEGREES OF SUPERVISION

The Therapist shall consult regularly with the members of the HP Leadership Team, National Team Coaches and the CMO in program activities. The individual shall be responsible to the HPD and evaluated by RCA's HPD and CMO.

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 HPD or CMO.

6. QUALIFICATIONS AND EXPERIENCE

Applicants must be a Physiotherapist with:

- 3+years experience working with elite sports and high-performance athletes.
- Masters degree in physiotherapy (or equivalent) from a recognized institution.
- Experience in acute injury assessment and management.
- Experience in return to competition rehab management and programming.
- Experience working in an interdisciplinary, high-performance sport environment.
- Valid Certificate of Registration with the College of Physiotherapists.
- Completion of Level 3 (preferably Level 5) of the AIM program within the Orthodivision of Physiotherapy Canada.

And:

- Preferable - Gunn IMS or equivalent dry needling certification.
- Preferable - Certificate or Diploma in Sport Physiotherapy with Sport Physiotherapy Canada (SPC) (completed, in process or planned).
- Preferable - Physiotherapist: FCAMPT Certification.
- Preferable - Experience with Paralympic athletes and programs.
- Preferable - Major Games experience or specific rowing experience.
- Preferable - Demonstrated experience with multiple treatment modalities.
- 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.