

# UW HEALTH JOB DESCRIPTION

## EXERCISE SPECIALIST-SPORTS PERFORMANCE

Job Code: 930017

FLSA Status: Non-Exempt

Mgt. Approval: D Knight

Date: October 2020

Department: Rehab

HR Approval: J. Tokarski

Date: October 2020

### JOB SUMMARY

Under the direction of the Sports Performance program manager, this position implements sports performance activities that take place through UW Health at The American Center. The individual works closely with UW Health sports medicine staff as well as the UW Medical School's Department of Orthopedics and Rehabilitation, Division of Sports Medicine. The position is designed for an individual who has an extensive background in the coordination and implementation of evidence-based, movement and sports performance programming.

Problems encountered related to the position are of a moderate level of difficulty and can usually be solved by referring to reference sources, subject matter experts, the Sports Performance manager or other individuals associated with UW Sports Medicine.

Job duties and responsibilities require a moderate degree of innovation and independence in decision-making.

The incumbent may be required to interact with the community in several areas, including: athletes, coaches, administrators, parents, athletic directors, and other community-based individuals involved in sports/athletics.

Problem solving and organizational skills are important to this position. The incumbent will be provided with general supervision and may be required to make decisions in the best interest of UW Health Sports Medicine and the sports performance program.

A wide variety of internal and external contact relationships are involved in performance of the duties of this position, and a high degree of independence in creating and enhancing these relationships is expected. Internal contact includes but are not limited to other members of the physical therapy and athletic training staff, physicians, nursing personnel, wellness staff, exercise physiology staff, public relations personnel, legal counsel, and a variety of clerical staff. External contacts include but are not limited to physicians, athletic trainers, and physical therapists from other institutions, patient and/or athlete family members, coaches, administrators, athletic directors and equipment vendors. The incumbent also plays a lead role in the development of sports performance internship students and volunteer workers.

The incumbent is highly involved in the instruction and/or training activities of a variety of students, faculty, clients, patrons, and the general public. Student programming, staff development, and research facilitation are areas which involve a high degree of problem solving, interpretation and analysis. Therefore, a strong clinical, academic, and organizational background is necessary.

### MAJOR RESPONSIBILITIES

#### Sports Performance:

##### A. Session Instruction

- Lead safe and effective sessions with age-appropriate variety and progression.
- Follow Long-term Athlete Development model in the training and conditioning of athletes.
- Communicate correct exercise technique through demonstration; tactile and audible coaching cues as needed.
- Begin and end sessions on time.
- Make necessary announcements to keep athletes informed of registration, policy changes and upcoming programs.
- Utilize available technology to aid in athlete learning and over-all program effectiveness.
- Provide a social environment that engages and motivates athletes.
- Organize training sessions and aid in set up of all equipment prior to the beginning of each session.
- Return all equipment to its appropriate storage location and insure area is clean before leaving.

##### B. Program Administration

- Maintain accurate attendance and payment records for all athletes.
- Recruit and retain athletes to ensure volume goals are met.
- Create effective, evidence-based training programs for athletes ages 7 and up.
- Coordinate testing, evaluation and/or screening sessions as defined by program guidelines.
- Complete occurrence screens if necessary.
- Maintain and report attendance/volume reports for each session.
- Assist athletes in decision-making regarding session changes, make-ups and future programming availability.
- Report equipment or facility failures to supervisor.
- Provide on-going participant communication with the Sports Performance manager.

## UW HEALTH JOB DESCRIPTION

**ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.**

### JOB REQUIREMENTS

|   |           |  |
|---|-----------|--|
| Education                                 | Minimum   | Bachelor's Degree in Exercise Science or related field   |
|   | Preferred | Masters Degree in Exercise Physiology, Biomechanics, Strength and Conditioning or related field  |
| Work Experience                           | Minimum   | One (1) year experience in sports performance training   |
|   | Preferred | Three (3) years experience working with athletes from a variety of backgrounds in training and conditioning  |
| Licenses & Certifications                 | Minimum   | Obtain a national certification by at least one of the following organizations within 6 months from hire. <ol style="list-style-type: none"> <li>1. CSCS – National Strength and Conditioning Association</li> <li>2. Sports Performance Coach – USA Weightlifting</li> <li>3. Club Coach – USA Weightlifting</li> <li>4. PES – National Academy of Sports Medicine</li> <li>5. CSCC – National Strength and Conditioning Association</li> </ol> BLS Certification   |
|   | Preferred | Certification by the National Athletic Trainers Association Board of Certification<br>Movement-based assessment and evaluation certification   |
| Required Skills, Knowledge, and Abilities |           | <ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills.</li> <li>• Enthusiastic, knowledgeable and passionate regarding coaching and sports performance training.</li> <li>• Demonstrate ability to connect with and motivate athletes of all ages.</li> <li>• Demonstrates strong communication and public speaking skills.</li> <li>• Ability to work in a team environment with a variety of health care professionals.</li> <li>• Demonstrates effective communication skills with supervisors, peers, parents, coaches, athletes and all other medical personnel that are encountered.</li> <li>• Arrive in a punctual manner and is present or arranges coverage for all assigned responsibilities.</li> <li>• Documents all athlete attendance and participation records.</li> <li>• Effectively conduct training trials designed to drive new business.</li> <li>• Execute on all daily sales and new business development activities.</li> <li>• Engage in opportunities to grow program volume through high quality interactions and creative training sessions designed to drive overall volume growth and athlete retention.</li> <li>• Participate in local marketing and community events.</li> <li>• Demonstrates ability to assess data reflective of an athlete's performance status.</li> <li>• Demonstrates the ability to record accurate athlete records. Accurately documents the results of evaluations, progress, and other interventions.</li> <li>• Demonstrates willingness, flexibility, and positive attitude toward the performance of all sports performance specialist responsibilities.</li> <li>• Work may be performed in multiple off-site locations. The incumbent must have adequate transportation to perform work duties in a timely manner, hold a valid driver's license, and have appropriate insurance.</li> </ul> |

### AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

**Instructions:** Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

|   |                             |   |                              |
|---|-----------------------------|---|------------------------------|
|   | Infants (Birth – 11 months) | X | Adolescent (13 – 19 years)   |
|   | Toddlers (1 – 3 years)      | X | Young Adult (20 – 40 years)  |
|   | Preschool (4 – 5 years)     | X | Middle Adult (41 – 65 years) |
| X | School Age (6 – 12 years)   | X | Older Adult (Over 65 years)  |

### JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

## UW HEALTH JOB DESCRIPTION

| <b>PHYSICAL REQUIREMENTS</b>  |   |   |   |
|---|---|---|---|
| Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>  |   |   |   |
| Physical Demand Level   | Occasional<br>Up to 33% of the time   | Frequent<br>34%-66% of the time   | Constant<br>67%-100% of the time                                      |
| <b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met. | <b>Up to 10#</b>  | <b>Negligible</b>   | <b>Negligible</b>   |
| <b>Light:</b> Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.   | <b>Up to 20#</b>  | <b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls | <b>Negligible</b> or constant push/pull of items of negligible weight |
| <b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.  | <b>20-50#</b>   | <b>10-25#</b>   | <b>Negligible-10#</b>   |
| X <b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.  | <b>50-100#</b>  | <b>25-50#</b>   | <b>10-20#</b>   |
| <b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.   | <b>Over 100#</b>  | <b>Over 50#</b>   | <b>Over 20#</b>   |
| List any other physical requirements or bona fide occupational qualifications:  | Ability to demonstrate exercise technique and perform associated physical activities. |   |   |

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.