

POSITION DESCRIPTION

POSITION TITLE	Sports Physiotherapist
APPROVAL DATE	July 2025



ABOUT WAIS

The Western Australian Institute of Sport (WAIS) was established in 1984 to enable Western Australian athletes to achieve international sporting success. WAIS operates in partnership with National Sporting Organisations and State Sporting Associations, the Department of Local Government Sport, and Cultural Industries and VenuesWest to deliver high performance daily training environments for sports and athletes in support of the National High Performance Sport Strategy outcomes.

Our purpose is to enable Western Australian athletes to achieve international sporting success and our vision is to have Western Australian sporting champions creating community pride and inspiring the next generation.

We do not support a win at all costs culture – success for us is about **winning well**. We are about our people and creating a culture of excellence, teamwork and respect. From athletes to support staff, everyone at WAIS plays a critical role in our success.

OUR VALUES

United	Care	Lead	Inspire
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POSITION PURPOSE

The sports physiotherapist supports athletes to achieve program objectives within a Win Well ethos by preventing, treating, and rehabilitating sports injuries.

KEY RESPONSIBILITY AREAS (KRAs)	
KRA 1	Delivery of Sport Program Objectives
KRA 2	Teamwork and Integrated Performance Support
KRA 3	Performance Support Delivery Standards
KRA 4	Safety and Policy Implementation
KRA 5	Continuous Improvement
KRA 6	Other duties

KEY RESPONSIBILITY AREAS (KRAs)	
1	Delivery of Sport Program Objectives
1.1	Implement strategies that mitigate known risks for prevalent injuries within assigned sport programs.
1.2	Lead the development and implementation of effective return to play plans that efficiently return athletes to performance without recurrence and minimal time loss.
1.3	Educate athletes on injury risk and reduction strategies so that they can make informed high-performance decisions.
1.4	Maintain effective injury records and conduct epidemiology analyses for assigned sport programs, providing objective data to inform decisions.
2	Teamwork and Integrated Performance Support
2.1	Collaborate within interdisciplinary support teams to ensure impactful, holistic athlete support.
2.2	Take injury prevention, management, and return to play plans within assigned sport programs, ensuring athletes are developed with a Win Well ethos.
2.3	Collaborate with strength and conditioning staff to improve athletes' range of movement, motor control, etc. as required.
3	Performance Support Delivery Standards
3.1	Support the Performance Health - Lead to drive practice standards across the organisation.
3.2	Implement contemporary and innovative practices based on research and scientific principles.
3.3	Maintain discipline standards within assigned programs.
4	Safety and Policy Implementation
4.1	Ensure high-performance environments are safe, policy-compliant, and conducive to athlete well-being.
4.2	Implement and uphold relevant policies and procedures, promoting a culture of safety and responsibility.
5	Continuous Improvement
5.1	Ensure best practice by frequent monitoring and understanding modern physiotherapy trends within high performance.
6	Other duties
6.1	Any other duties as required.

POSITION KNOWLEDGE, ABILITY AND SKILLS (Competencies)

- Minimum credentials of:
 - Bachelor of Physiotherapy or equivalent
 - AHPRA registration as a Physiotherapist.
 - First Aid and CPR Certificate
 - Completion of, or working towards Master of Sport Physiotherapy or equivalent (desirable)
- Minimum of three (3) years' experience providing performance physiotherapy support in sport environments, including:
 - Ability to identify injury risk mechanisms, implement prevention strategies, and lead return-to-performance rehabilitation plans.
 - Ability to successfully manage, treat, and rehabilitate sports injuries; applying clinical reasoning and evidence-based best practices.
 - Ability to maintain accurate injury records and conduct injury epidemiology analysis and reporting.
- Experience contributing to a culture of teamwork and collective problem-solving.
- Demonstrated organisational skills that contribute to efficient and effective prioritisation of tasks.
- Ability to communicate clearly in a way that fosters understanding across a diverse range of people and channels to achieve common goals.
- Ability to establish and maintain strong relationships with all internal and external stakeholders.
- Demonstrated ability to collaborate effectively in high-performance, interdisciplinary teams; prioritising team goals, solving problems through constructive debate, and applying lessons to enhance future success.
- Proven ability to work and deliver high-performance results under pressure.
- Demonstrated ability to set high-performance standards for self and others, taking responsibility and accountability for tasks.
- Proven skill in engaging others to adopt ideas and commit to actions, including educating athletes and parents to facilitate high-performance behavior change.
- Proficient in Microsoft Suite.
- Above all else, you are a genuine team player that cares about others and always acts with kindness and integrity.
- Please note: This role requires a valid WWCC and will be subject to a National Police Criminal History check prior to appointment

WORKING WITH CHILDREN

WAIS is committed to protecting children and young people from harm. We require all applicants that will work with children and young people to undergo an extensive screening process prior to appointment. All staff must commit to the WAIS Child Safe Commitment Statement which is:

All children and young people have the right to be and feel safe. In pursuit of their high-performing sporting aspirations, children and young people and their families place their trust in WAIS. WAIS is committed to the safety, wellbeing and empowerment of all children and young people involved in our organisation. Everybody at WAIS is responsible for working together to proactively address risks to child safety and continuously improve our child safe culture and practices.

WAIS has 100% commitment to child protection and the physical and psychological safety of children and young people. All allegations, disclosures and concerns will be treated seriously and responded to immediately, consistent with our policies and procedures.

VALUE	INDICATORS
United We build connection and trust by working as one team and backing each other to achieve our shared goals.	• Back one another • Seek input from others • Solve problems together • Share knowledge • Listen and empathise • Communicate openly • Understand roles across teams • Seek to understand
Care We treat everyone with care, integrity, and respect – creating a culture where individuals feel seen, valued and safe to contribute.	• Show genuine interest • Listen actively • Include and acknowledge others • Give honest feedback with care • Act with integrity • Celebrate differences • Encourage everyone to speak up
Lead We lead by taking responsibility for our actions, living our values, and setting the tone for others to follow.	• Have honest conversations • Take ownership of outcomes • Role model values, even when no one's watching • Call out poor behaviour respectfully • Confront the issues • Ask for feedback and act on it • Speak up when something doesn't align with our standards • Make decisions with honesty and courage
Inspire We lift those around us through curiosity, courage and a hunger for excellence – always learning, improving and striving to be world class in everything we do.	• Lead by example • Celebrate others • Share stories and purpose • Show passion and gratitude • Take calculated risks • Support others to grow • Ask what's next? • Push for world class outcomes

Citizenship/Visa

You must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify WAIS if your right to work in Australia ceases.

Our Diversity Message

We are passionate about helping people lead positive, healthy, and active lives. We embrace diversity of sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, life stage, and encourage everyone to apply.

Employment Policies

The conditions outlined within the WAIS Employment Policies Manual and your individual letter of employment, shall apply at all times.

Employee Agreement

Name	Signature	Date