

ATHLETIC TRAINER, LEAD

Class Code	OT Status	EEO Category	Represented Status	Salary Grade	Effective Date	Status	Pages
	Non-Exempt	Technical/Paraprofessional	PEU Local 1	68	09/14/2023	Classified	1 of 4

DEFINITION

Under the guidance of the team physician and/or Lead Athletic Trainer, supports the prevention, evaluation, rehabilitation, and on-site medical care for students participating in inter-collegiate sports programs. In the absence of the team physician or lead athletic trainer, the athletic trainer is responsible for deciding whether an athlete is medically able to return to participation by adhering to the team physician's protocols. Provides athletic training services at home and remote sporting events as assigned. Plan, coordinate and implement programs for injury prevention, evaluation, and rehabilitative treatment of athletes involved in inter-collegiate sports at the college; maintain and operate the campus training room facility.

DISTINGUISHING CHARACTERISTICS

The **Athletic Trainer, Lead** and **Athletic Trainer** are distinct classification specifications. The Lead oversees and provides supervision to Athletic Trainers and other personnel, including work allocation, training, and problem resolution. The Athletic Trainer receives guidance from the Athletic Trainer, Lead or physician, and supports the prevention, evaluation, rehabilitation, and on-site medical care for students participating in inter-collegiate sports programs. A summary of the differences include:

Athletic Trainer

The Athletic Trainer classification works independently to perform the duties related to implementing injury-prevention programs, injury evaluations, injury management, treatment and rehabilitation, educational programs, and counseling of student athletes.

Athletic Trainer, Lead

Athletic Trainer, Lead classification will guide, help train and coordinate athletic trainers.

SUPERVISION RECEIVED AND EXERCISED

- Receives supervision from a departmental supervisor or manager.
- May receive technical or functional supervision from higher-level departmental personnel.
- Provides training and direction to student assistants.

EXAMPLES OF DUTIES

Duties may include, but are not limited to, the following:

- Assesses acute and chronic injuries/diseases to determine appropriate treatment, rehabilitation plan, and potential medical specialist referral.
- Responds to medical emergencies; administers CPR and emergency first aid; determines triage level; and provides immediate care.
- Develops preventative, rehabilitative and emergency medical care programs for student athletes, with the guidance of the team physician.
- Organizes and maintains electronic medical records system regarding athletic injuries, treatments, health insurance and physical examinations.
- Advises and exchanges information with students and staff regarding various exercises, preventative care, rehabilitation programs, first-aid and follow-up referrals, safety equipment and supplies, and other information related to student athlete health and safety.

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- Assists in organizing and conducting pre-participation evaluations, health screenings, and physician referrals.
- Participates in student orientation and other programs by making presentations to small and large groups as assigned (medical eligibility and concussion education).
- Serves as technical advisor to staff and athletes on injury prevention, rehabilitation, and safety techniques and athletic training.
- Oversees, and leads the supervision of athletic trainers and other personnel, which includes work allocation, training, and problem resolution. Leads the collaborative efforts of the training team.
- Oversees safety factors of athletic competition by ensuring elimination of undue hazards.
- Oversees and manages the athletic training clinic and ensures equipment is safe and in sanitary condition.
- Provides critical feedback to the program manager on AT program policies and procedures.
- Oversees and trains for the implementation of concussion management protocols.
- Oversees implementation of environmental policies and procedure (heat, smoke, lightning, etc.).
- Oversees implementation of mental health policies and procedures by staying up to date on current research and best practices.
- Mentors and guides students in the Sports Medicine Program, as well as interns from other institutions.
- Develops preventative, rehabilitative and emergency medical care programs for student athletes, under the direction of the team physician.
- Advises athletes and coaching staff on techniques related to injury prevention, care, and conditioning.
- Provides initial physical evaluation to determine an appropriate injury rehabilitation plan; refers athletes to medical specialists for care.
- Performs preventative taping, wrapping and padding of injured areas; consults with the athletic equipment staff as necessary concerning proper fit of protective athletic equipment.
- Arranges and assists team physician with the pre-participation physical examinations for potential student athletes, following established criteria.
- Organizes and maintains record-keeping system regarding athletic injuries, treatments, health insurance and physical examinations.
- Initiates purchasing requests for medical and athletic training equipment and supplies.
- Advises athletic director and coaching staff on the safety and condition of training room, practice, and competition sites.
- Oversees and manages training facilities and ensures equipment is safe and in sanitary condition.
- Assists with the development of policies and procedures as well as establishes priorities to offer a highly organized and professional athletic training program.
- Schedules, supervises, and directs student assistants when applicable.
- Travels with athletic teams to provide medical care of injured student athletes.
- Performs related duties as assigned.

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MINIMUM QUALIFICATIONS

Knowledge of:

- Catastrophic sports trauma management.
- Principles and techniques for the prevention, assessment, and rehabilitative care of sports- related injuries.
- First aid and CPR/AED.
- Athletic equipment used in training and competitive sports.
- Principles of physiology, kinesiology, and anatomy.
- Safety precautions and procedures for working with athletes.
- Medical clearance process for athletic participation.
- Principles and processes of book-keeping and records management.
- Medical diagnostics and physical therapy equipment.
- Use of therapeutic modalities.
- Medical clearance process for athletic participation.
- Principles and processes of book-keeping and records management.
- Medical diagnostics and physical therapy equipment.
- Use of therapeutic modalities.

Skill/Ability to:

- Plan, coordinate and implement a comprehensive athletic training and sports medicine program.
- Evaluate and assess the condition and progress of student athletes in therapeutic, rehabilitative and conditioning programs.
- Evaluate and treat a variety of athletic injuries using therapeutic devices.
- Administer first aid and injury rehabilitation.
- Train and provide work direction to student trainers.
- Act decisively in emergency situations.
- Communicate effectively, both orally and in writing.
- Exercise sound judgment, independently.
- Supervise student assistants as needed.
- Establish and maintain cooperative work relationships with those contacted in the performance of required duties.
- Demonstrate understanding of, sensitivity to, and respect for the diverse academic, socio-economic, race, ethnicity, gender identity, sexual orientation, age, mental or physical disability, and religious background of all students, faculty, and staff, and with all individuals encountered in the performance of required duties.



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EXPERIENCE AND TRAINING

- Three (3) years of experience as a Certified Athletic Trainer in a high school, intercollegiate, or professional athletic setting.
- Possession of, or ability to obtain, an appropriate, valid California driver’s license. Catastrophic sports trauma management.

EDUCATION/LICENSE OR CERTIFICATE

Minimum Qualifications

- Possession of a Bachelor’s degree from an accredited college or university, with a major in sports medicine, kinesiology, physical therapy or related field.
- Possession of a National Provider Identifier (NPI) Number
- Possession of the Board of Certification (BOC) certificate for Athletic Trainers (ATC)
- Possession of certification by the National Athletic Training Association.
- Possession of valid California driver's license.
- Possession of a CPR/AED and First Aid Certificate.

Desirable Qualifications

Master’s Degree in Athletic Training, Sports Medicine, Kinesiology, or related field.

Adopted: 09/14/23