

UW HEALTH JOB DESCRIPTION

Athletic Trainer

Job Code: 930002	FLSA Status: Non-Exempt	Mgt. Approval: System	Date: October 2020
Department:		HR Approval: J. Theisen	Date: October 2020
<ul style="list-style-type: none"> • Auxiliary – Athletic Trng Outreach Prgm • Clinics – Sports Medicine • Rehab Therapy – Sports Rehab 			

JOB SUMMARY

This position requires that the incumbent possess the clinical evaluation and educational skills expected of an Athletic Trainer. The incumbent will provide athletic training services for the University of Wisconsin Hospital and Clinics in consultation with a sports medicine physician.

The incumbent has direct patient contact primarily for the evaluation and treatment of medical and musculoskeletal pathology consistent with the scope and practice of athletic training clinical competencies as defined by the NATABOC and the State of Wisconsin Athletic Training Affiliated Credentialing Board. The incumbent must perform many of the outlined tasks with minimal or no supervision in the clinical setting and on the field. Patients include pediatric through geriatric populations in the clinical and outreach settings. Incumbent has access and knowledge of confidential medical information regarding patient medical history. Access to this information is crucial in the evaluation and treatment of patients and athletes. Access to this information is on a regular basis.

Problems encountered are of a moderate level of complexity and a considerable amount of creativity, resourcefulness, and innovation are utilized in problem solving. Patient and/or athlete treatment plans are developed using only broad guidelines for development which require a high degree of independence in decision-making. Coordination of patient and/or athlete care services with other health care providers is essential. Excellent verbal and written communication skills, including the use of relevant medical terminology, are essential.

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 include but are not limited to other members of the athletic training and physical therapy staff, physicians, nursing personnel, fitness center staff, exercise physiology staff, preventive cardiology staff, radiology 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, academic athletic training programs, patient and/or athlete family members, coaches, athletic directors, equipment vendors, case managers and insurance representatives. The incumbent also plays a lead role in the development of clinical support staff, athletic training 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

1. The Athletic Trainer is responsible for a variety of patient care, technical and clerical related functions under the direction and supervision of the Physician, Clinic Manager and Program Manager. The athletic trainer is responsible for the clinic patient flow by assisting members of the patient care team and providing a broad range of health care services.
2. The performance of an appropriate medical history on each patient seen that must include but is not limited to:
 - A thorough history of injury or condition
 - A primary complaint
 - A pain level assessment
 - Past medical history
 - Quality of life and how it is affected
3. The performance of an appropriate physical examination on each patient seen. This includes but is not limited to:
 - Range of motion testing
 - Strength and/or Manual Muscle testing
 - Sensation testing
 - Palpation
 - Functional testing
 - Ligamentous testing
 - Special tests as needed
4. The ordering of diagnostic studies or other referrals under the direction of the attending physician to include but is not limited to:
 - Radiographs
 - MRI's
 - EMG Studies
 - CT Scans

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- Ultrasounds
- Rehabilitation referrals
- Physician referrals

5. The performance of educational responsibilities in specific to the needs of each individual patient. This includes but is not limited to:
 - Exercise instruction.
 - Answering patient questions in regards to the treatment plan, surgery, rehabilitation and future care.
6. Select, apply and evaluate the effectiveness of therapeutic interventions using best evidence to guide those decisions. Interventions used by athletic trainers include:
 - Manual therapy (e.g., massage, joint mobilization, proprioceptive techniques, muscle energy techniques)
 - Techniques to restore joint range of motion and muscle extensibility
 - Exercises to improve strength, endurance, speed and power
 - Proprioceptive activities to improve balance, neuromuscular control and coordination
 - Agility training
 - Exercises to improve cardiorespiratory fitness
 - Sports specific and/or functional exercises

Modalities

- Thermal agents (e.g., hot pack, cold pack, etc.)
 - Electrical stimulation
 - Therapeutic ultrasound
 - Mechanical agents (e.g., traction)
 - Therapeutic laser
 - Biofeedback
7. Fitting the patient with splints, crutches, braces, wraps, and other various durable medical equipment as directed by the attending or referring physician, or as selected independently by the athletic trainer in the outreach setting. The incumbent will also educate the patient on the appropriate use of the equipment provided to the patient.
 8. Removal of sutures or staples and providing dressing changes to post-surgical patients as directed by the attending or referring physician.
 9. Aiding the physician in preparing patients for injections that will be performed by the attending physician. Preparations include cleaning and disinfecting the area to be injected and preparing materials to be utilized both prior to and after the injection.
 10. All required documentation for patient encounters will be accurately completed following UW Health guidelines.
 11. May schedule patient follow up clinic appointments.
 12. Room patients for clinic visits that includes:
 - Vitals
 - Pain Rating
 - Learning Assessment
 - Medication Reconciliation
 - Allergy Verification
 - Updating past medical and surgical history
 13. In the outreach setting, provide guidance to school administrators, coaches, athletes, parents, and organizational groups regarding healthcare related topics.
 14. In the outreach setting, provide acute injury and health condition care and guidance including but not limited to therapeutic interventions, emergency medical care, selection of durable medical equipment, referrals, and contacting first responders.
 15. In the outreach setting, performing administrative duties that may include, but not be limited to:
 - Monitoring supply inventory of the remote work locations
 - Working with school/team administrators and personnel for securing bids and ordering supplies and equipment
 - Monitoring the maintenance and cleanliness of the remote working location and working with school/team administrators and personnel to maintain the facility.
 - Working with assigned school/team administrators and personnel, participate in the development, organization, and implementation of emergency action plans for medical coverage of athletic events
 - Participate in the health care organization, administrative, and execution of health-related programs such as the WIAA minimum weight program, as they relate to any assigned schools or teams.

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

JOB REQUIREMENTS

Education	Minimum	Undergraduate Degree in Athletic Training
	Preferred	Master's Degree in healthcare, athletic training, education or business.
Work Experience	Minimum	No experience required
	Preferred	Three (3) years of experience as an Athletic Trainer in the applicable setting
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Certification by the National Athletic Trainers Association Board of Certification. • Licensed Athletic Trainer in State of WI. UW Health may allow a one-month grace period to obtain license in extenuating circumstances. No patient care will be performed within the grace period. • Outreach - Valid driver's license for use in Wisconsin and current auto insurance
	Preferred	Certification in specialty area of practice
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Should possess the skills needed to deliver patient-centered care as members of an interdisciplinary team, emphasizing evidence-based practice, quality improvement approaches, health care informatics and professionalism. • Familiarity with a variety of equipment, including computer software, is required. • Organization, time management, flexibility, and positive attitude are crucial to successful performance. Excellent verbal and written communication skills. • Ability to work in a team environment with a variety of health care professionals. • Ability to work independently, making decisions regarding patient care, administrative issues, and communications. • Demonstrates effective communication skills with supervisors, peers, athletic directors, coaches, athlete's and all other medical personnel that are encountered. Arrives in a punctual manner and is present or arranges coverage for all assigned responsibilities. • Works to assure that each athlete encountered has the most appropriate and timely treatment possible. Facilitates appropriate appointments and is available in urgent care situations. • Demonstrates emergency management skills for all necessary conditions that may be encountered. This will be assessed and demonstrated annually through in-service programs. • Demonstrates the ability to accurately document in the medical record. • Documents all time-loss injuries that are encountered. • Demonstrates ability to assess data reflective of an athlete's status. • Demonstrates ability to interpret relevant information needed to identify athlete care requirements. • Demonstrates the ability to record accurate medical records as evidenced by annual chart review. Accurately documents the results of evaluations, rehabilitation progress, and other medical interventions. • Demonstrates willingness, flexibility, and positive attitude toward the performance of all athletic training responsibilities. • Delivers athlete medical care in a positive, caring, and empathetic manner while working to assure all patient questions are answered in a helpful manner. • 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.

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)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

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Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.				
PHYSICAL REQUIREMENTS				
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 Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time	
Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, 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.	Up to 10#	Negligible	Negligible	
Light: 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.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight	
X Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#	
Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#	
Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#	
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:				

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.