

Job Description

Head MiLB Athletic Trainer & Performance Coordinator



**HIGH
PERFORMANCE**

JOB DESCRIPTION	
Job Title	Head MiLB Athletic Trainer & Performance Coordinator
Salary	Commensurate with experience
Location	Chicago Cubs Spring Training Facility - Mesa, Arizona
Hours of work	This role may require the candidate to work extended hours, evenings and weekends as required, including time at affiliates and overseas.
Responsible to	Director, High Performance, Head Athletic Trainer, Vice President, Player Development
Responsible for	MiLB Athletic Trainers
Contractual Status	Full-time Initial fixed term contract Start date until October 31 st , 2022. Renewable annually based on satisfactory completion of duties outlined below;
Role Summary	<p>Overview of the role</p> <p>The successful applicant will lead the delivery and development of Athletic Training support services to the Chicago Cubs Minor League players. Working collaboratively with the interdisciplinary High Performance support team and technical baseball coaches, this position will underpin strategies to optimize athlete health and wellbeing to minimize time-loss and maximise performance in training and competition.</p>
Key Relationships	<ul style="list-style-type: none"> • Director, High Performance • VP, Player Development • Head Athletic Trainer • Head of MiLB S&C and Performance Science • Team Physician • Medical Team/Athletic Trainers • Strength & Conditioning Coaches and High-Performance Staff • Front Office
Key Responsibilities, Tasks and Activities	<p>Responsibilities</p> <p>Develop and lead the Athlete Training strategy and inspire the team to engage and champion this strategy. Provide oversight to the physical rehabilitation of injured players in the organization, Latin America medical operations and daily medical administrative duties across the Chicago Cub organization.</p> <p>Lead the technical provision of all MiLB Athlete Training services, ensuring that knowledge and service delivery can be qualified as truly ‘world class.’</p> <p>Medical Records and injury surveillance</p> <ul style="list-style-type: none"> • Time-loss and non-time loss injuries recorded • Appropriate notes recorded

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- All athlete's injury status and availability noted in athlete health management system (AHMS)
- HIPAA compliance and athlete medical record privacy, de-identification of athlete records

Injury Analysis

- All recorded injury, illness, and prevalence data analysis
- Identification of associated risk factors
- Cross referenced with other departments

Injury Risk Reduction

- Written objectives with clear targets that have been formulated by the ATC team.
- Delegated actions to the relevant members of the ATC, with identified medical leads.
- Discussion and communication of individual injury reduction plans with athletes and coaches
- Demonstration of an intervention for an individual athlete (case study – example)
- Integration and discussion of plan with HP staff and coach / coordinator
- Demonstration of regular reviews of injury reduction objectives at established timeframes
- Review and update of strategies following ongoing analysis of injuries and workload, and review of clinical evaluations, MSK screening and fitness testing results

Monitoring

- Daily input of workload and availability status
- Player readiness
- Return to play status

Communication

- Within ATC department
- Across HP departments
- Cross referenced with other departments
- Athletes
- Coaches
- Front office

Off-season - Influencing and Tracking Athletes Remotely

- Programming ATC behaviours remotely
- Established communication platforms that facilitate remote coaching and programming
- Plan-do-review. Goal setting and longitudinal monitoring of remote impact
- Visiting targeted players, calendar plan of visits prior to season ending

Innovation

- Innovative approaches to service delivery aligned to 'best practice'
- Novel research ideas and initiatives
- Reaching out to experts in the field to exchange ideas

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	<p>Management</p> <ul style="list-style-type: none"> • Manage emergency care utilizing appropriate OSHA guidelines and make medical referrals, if necessary, on a daily, uninterrupted on-site basis to include off-hours, nights, and weekends. • Manage pre-participation physicals as needed for spring training and the June draft as well as end of season exit physicals on a daily on-site, uninterrupted basis to include off-hours, nights, and weekends. • Manage medical attention and follow-up for those players who require doctor's appointments, diagnostic imaging and physical therapy on a daily on-site, uninterrupted basis to include off-hours, nights, and weekends. • Manage a yearly uninterrupted schedule of coverage for ATCs for all Chicago Cubs activities involving Chicago Cubs players at our Arizona facility on a daily on-site, uninterrupted basis to include off-hours, nights, and weekends. • Adhere to the guidelines of administrative documentation including, but not limited to, AHMS, Emergency Action Plans, COVID-19 protocols, Major and Minor League insurance programs, Maxor Pharmaceutical and, budgeting inventory management. • Conduct educational sessions with selected Player Development and Scouting personnel during Organizational Meetings when appropriate. • Conduct yearly evaluations of each Player Development Athletic Trainer. Review with the appropriate personnel. • Participate in periodic worker's comp claim reviews to provide information regarding injured players. • Manage and maintain quality assurance amongst minor league affiliates as it pertains to Athletic Training daily and standard operating procedures. <p>Other Duties</p> <ul style="list-style-type: none"> • Maintain the Athletic Training facility. • Take inventories of the ATC equipment and submit to the Head Athletic Trainer (quarterly).
Continued Professional Development	<ul style="list-style-type: none"> • The Chicago Cubs are committed to providing CPD for the successful candidate. We expect the successful candidate to undertake available training courses and research to enhance personal knowledge, skills and experience. • Attend relevant training courses/seminars/workshops as required to assist with CPD as directed by the Head Athletic Trainer and Director of High Performance.

PERSON SPECIFICATION	
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Minimum of 3 years full-time experience as a high level Athletic Trainer

	<ul style="list-style-type: none"> • Experience in assisting Athletic Training services in professional & collegiate level sports <p>Desirable</p> <ul style="list-style-type: none"> • Experience as a lead Athletic Trainer • Specialist skills that will contribute and ultimately enhance the technical expertise of the Athletic Training Unit
Skills & Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Undergraduate degree in health care with an emphasis in sports medicine / Athletic Training <p>And</p> <ul style="list-style-type: none"> • Certification as recognized by the NATA, BOC • Certification in CPR/AED and First Aid. <p>Desirable</p> <ul style="list-style-type: none"> • Master’s degree or advanced coursework related to healthcare <p>Advantage</p> <ul style="list-style-type: none"> • Bilingual (Spanish preferred) • Certification or advanced coursework related to Physical Therapy
Key Competencies	<ul style="list-style-type: none"> • Pursuit of best practice and innovation • Open and transparent communication • Accountability – self and others • Growth mindset • Vision, Mission, Values to Drive Culture • Shared beliefs will create trust in the process • Expectations of everyone’s role within the team • Uphold the High-Performance Standard of Practice

Acknowledgement		
Employee Signature:	Name:	Date:
Line Manager Signature:	Name:	Date:

The job description is subject to change pending review by the role holder and their line manager.