

Job Family Matrix

Job Function: Health Care	Job Family: Athletic Training – Professional
Job Family Summary: Perform or manage a range of activities in collaboration with physicians to provide preventative services, emergency care, clinical diagnosis, therapeutic intervention and rehabilitation of injuries and medical conditions.	
Job Title: HLT Athletic Training II	
Job Code: W0056P	
Grade Level: 56	Exemption: Exempt
Effective/Revision Date: August 2025	
Job Summary	
Independently work with student athletes to provide care, prevention, treatment and rehabilitation of athletic injuries and illnesses both on campus and at game venues.	
Typical Core Duties	
<ul style="list-style-type: none"> • Provide evaluation, treatment, and rehabilitation for intercollegiate athletics • Travel with assigned team and provide care for injuries incurred by athletes; administer first aid and emergency techniques such as applying tape, bandages, braces and padding to injuries • Conduct pre-season screening and conditioning to prevent injuries during competitions • May assist team physicians during clinic hours • In collaboration with team physicians and coaching staff, assess nature of athlete’s illness or injury, treat and rehabilitate athletes to return them to full activity level • Responsible for the training room and may supervise the student athletic trainers • Document treatments, referrals and injury reports • Recommend and administer policies on fitness and medical care for injuries • Ensure compliance with University policies and procedures and applicable legal rules and regulations 	

Job Family Matrix

Basic Qualifications

- Master's degree required

Additional Qualifications and Skills

- Minimum of 2 years of experience in inter-collegiate and/or professional athletics is preferred
- Experience with therapeutic exercise and manual therapy skills are preferred
- Knowledge of Microsoft Office Suite, intermediate Excel skills
- Strong organizational skills and a demonstrated ability to work independently

Certificates and Licenses

- NATABOC certification
- CPR and First Aid
- Eligible for MA Athletic Training Licensure
- Valid driver's license

Physical Requirements

- Lifting (approximately 20 to 75 pounds), bending, and other physical exertion

Working Conditions

- Travel may be required
- May be required to work nights and weekends

Job Family Matrix

Job Function: Health Care	Job Family: Athletic Training - Management
Job Family Summary: Perform or manage a range of activities in collaboration with physicians to provide preventative services, emergency care, clinical diagnosis, therapeutic intervention and rehabilitation of injuries and medical conditions.	
Job Title: HLT Athletic Training Management III	Job Title: HLT Athletic Training Management IV
Job Code: W0057M	Job Code: W0058M
Grade Level: 57 Exemption: Exempt	Grade Level: 58 Exemption: Exempt
Effective/Revision Date: August 2025	Effective/Revision Date: August 2025
Job Summary	
Independently manage a variety of athletic training services including testing, evaluations, and treatment of injuries.	Facilitate athletic training activities such as prevention, treatment and rehabilitation of athletic injuries and illnesses both on campus and at game venues. Serve as a subject matter expert and liaison to the Athletic department.
Typical Core Duties	
<ul style="list-style-type: none"> Responsible for effective staff management, including hiring and orientation, training and development, workflow and performance management, and the promotion of an inclusive and innovative work environment Advise athletic training staff on matters related to patient care and operational procedures Conduct complex evaluations, treatment, and rehabilitation for intercollegiate athletics Travel with assigned team and provide care for injuries incurred by athletes; evaluate injuries and provide routine medical care of injured athletes Advise and counsel athletes and coaching staff on matters related to conditioning, rehabilitation, and training to prevent injuries during competitions Assist in the administration of health and medical care as directed by the team physician In collaboration with team physicians, assess nature of athlete's illness or injury; treat and rehabilitate athletes to return them to full activity level Train student athletic trainers on maintenance of training room facilities and equipment Prepare injury reports; maintain injury, medical, and rehabilitation records for student athletes Administer policies on fitness and medical care for injuries Ensure compliance with University policies and procedures and applicable legal rules and regulations 	<ul style="list-style-type: none"> Responsible for effective staff management, including hiring and orientation, training and development, workflow and performance management, and the promotion of an inclusive and innovative work environment Provide athletic training services including testing, evaluation, and assignment for training regimens, treatment for injuries, rehabilitation, and medical referrals Serve as principal trainer for selected teams Coordinate team physicals and activities of team physicians & training staff May be responsible for budget management Maintain established safety standards Ensure compliance with University policies and procedures and applicable legal rules and regulations

Job Family Matrix

Basic Qualifications	Basic Qualifications
<ul style="list-style-type: none"> • Master's degree required • Minimum of 5 years' relevant work experience 	<ul style="list-style-type: none"> • Master's degree required • Minimum of 7 years' relevant work experience • Supervisory experience
Additional Qualifications and Skills	Additional Qualifications and Skills
<ul style="list-style-type: none"> • Supervisory experience • Experience in therapeutic exercise and manual therapy skills is preferred • Knowledge of Microsoft Office Suite, intermediate Excel skills • Strong organizational skills and a demonstrated ability to work independently 	<ul style="list-style-type: none"> • Experience in therapeutic exercise and manual therapy skills is preferred • Knowledge of Microsoft Office Suite, intermediate Excel skills • Strong organizational skills and a demonstrated ability to work independently
Certificates and Licenses	Certificates and Licenses
<ul style="list-style-type: none"> • NATABOC certification • CPR and First Aid • Eligible for MA Athletic Training State Licensure • Valid driver's license 	<ul style="list-style-type: none"> • NATABOC certification • CPR and First Aid • Eligible for MA Athletic Training State Licensure • Valid driver's license
Physical Requirements	Physical Requirements
<ul style="list-style-type: none"> • Lifting (approximately 20 to 75 pounds), bending, and other physical exertion 	<ul style="list-style-type: none"> • Lifting (approximately 20 to 75 pounds), bending, and other physical exertion
Working Conditions	Working Conditions
<ul style="list-style-type: none"> • Travel may be required • May be required to work nights and weekends 	<ul style="list-style-type: none"> • Travel may be required • May be required to work nights and weekends