AUBURN
Human Resources

Performance Physical Therapist

Job Description

JOB INFORMATION

Job Code	BA43
Job Description Title	Performance Physical Therapist
Pay Grade	AT08
Range Minimum	$62,010
33rd %	$78,550
Range Midpoint	$86,820
67th %	$95,090
Range Maximum	$111,620
Exemption Status	Exempt
Organizational use restricted to the following divisions	130 Director Intercollegiate Athletics
Approved Date:	9/3/2026 4:45:45 PM

JOB FAMILY AND FUNCTION

Job Family:	Athletics
Job Function:	Athletics Sports Health & Welfare

JOB SUMMARY

Provide an integrated approach to student-athlete rehabilitation services for all intercollegiate student-athletes under the direction of the Director of Physical Therapy Services and Athletic Rehabilitation.

RESPONSIBILITIES

- Manages rehabilitation and provides physical therapy for all student-athletes while providing direct services for assigned teams.
- Communicates and collaborates with team physicians, athletic trainers, registered dietitians, mental health professionals, strength and conditioning staff, other medical specialists, and coaches to optimize student-athlete health, performance, and recovery outcomes.
- Assists with the compilation, input, organization, and maintenance of all student-athlete medical records.
- Evaluates student-athletes for medical readiness using functional return-to-play assessments and participates in return-to-play and participation clearance decisions in conjunction with the athletic trainer and team physician.
- Collaborates with sports science on objective tracking and analysis of injured student-athletes.
- Develops, implements, and continuously evaluates best practices, protocols, and procedures related to student-athlete rehabilitation services.
- Regularly attends practices, workouts, and competitions.
- Performs administrative functions related to providing health care for student-athletes as needed.
- May work long and irregular hours: early mornings, nights, weekends, holidays, and travel.
- May assist with medical coverage as assigned.
- Ensures compliance with all applicable NCAA, SEC, institutional, and sports medicine policies, procedures, and regulations.

The responsibilities listed above show the typical duties for jobs in this classification. Actual tasks may differ depending on the department's needs. Other similar duties may be assigned with discretion of the supervisor. Not every duty will apply to every position, and the amount of time spent on each task can change based on department needs.

SUPERVISORY RESPONSIBILITIES

Supervisory Responsibility	May be responsible for training, assisting or assigning tasks to others. May provide input to performance reviews of other employees.

MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only to be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

Education Level	Focus of Education		Years of Experience	Focus of Experience	
Master's Degree	in Physical Therapy. A Doctor of Physical Therapy is preferred.	and	1 year of	experience in the coordination and/or management of rehabilitation and/or physical therapy services.	

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Advance knowledge of orthopedic and sports rehabilitation principles, injury prevention strategies, return-to-play protocols, and evidence-based physical therapy practices applicable to collegiate student-athletes.	
Ability to evaluate, develop, implement, and modify individualized rehabilitation programs; perform functional movement assessments; and make informed recommendations regarding participation readiness and recovery progression.	
Strong interpersonal and collaborative skills with the ability to effectively communicate and partner with physicians, athletic trainers, strength and conditioning staff, dietitians, mental health professionals, coaches, and other healthcare providers.	
Ability to interpret and utilize objective performance, rehabilitation, and sports science data to support clinical decision-making, monitor recovery, and optimize student-athlete outcomes.	
Knowledge of NCAA, SEC, institutional, and sports medicine regulations, along with the ability to maintain accurate medical documentation, ensure compliance, and support operational and administrative functions within a collegiate athletics healthcare environment.	

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/ Desired	
PT - Physical Therapist	Eligible to be licensed in the State of Alabama by the Alabama Board of Physical Therapy	Upon Hire	Required	And
SCS - Sports Physical Therapy	Board-Certified Sports Clinical Specialist (SCS)	Upon Hire	Desired	Or
	D1 Sports Physical Therapy Fellowship	Upon Hire	Desired	Or
CSCS - Cert Strength Cond Spec	Certified Strength and Conditioning Specialist (CSCS)	Upon Hire	Desired	Or
	Corrective Exercise Specialist	Upon Hire	Desired	Or
	Selective Functional Movement Assessment Certification	Upon Hire	Desired	Or
	Dry Needling Certification	Upon Hire	Desired	

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:	Other

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Standing			X			
Walking			X			
Sitting				X		
Lifting	X					
Climbing		X				
Stooping/ Kneeling/ Crouching		X				
Reaching			X			
Talking				X		
Hearing				X		
Repetitive Motions			X			
Eye/Hand/Foot Coordination			X			

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Extreme cold		X			
Extreme heat		X			
Humidity		X			
Wet		X			
Noise		X			
Hazards		X			
Temperature Change		X			
Atmospheric Conditions		X			
Vibration		X			

Vision Requirements:

Ability to see information in print and/or electronically.