



Athletics and Physical Education Job Family: **Athletic Trainer Progression**

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity. **A position that is classified into this title and band must meet the Cornell requirements for exemption under the FLSA.**

GENERIC JOB PROFILE SUMMARIES

Athletic Trainer INDIVIDUAL CONTRIBUTOR	Head Athletic Trainer MANAGEMENT
Coordinate and carry out physical rehabilitation of student athletes as prescribed by team physician, consultants and the Head Athletic Trainer	Provide professional physical therapy and rehabilitative treatment to athletes
Responsible for compliance with NCAA and Ivy League rules	Responsible for compliance with NCAA and Ivy League rules
Study, evaluate, and recommend new techniques and equipment in physical training and physical therapy	
Use computer to compile and maintain complete medical and statistical records	Maintain system for all records of injuries and treatments administered to athletes by the training staff
Assist in daily management and operation of Training Room	
Provide home and away sports coverage as assigned	
Supervisor student trainers	Supervise the activities of professional and student trainers, including assigning duties, evaluating, and instructing the administration of physical treatments
	Select, purchase, and maintain training equipment and inventories
	Coordinate medical services with team physician and University Health Services
	Coordinate medical insurance plan with University Health Services; maintain communication with coaches and athletes

Athletic Trainer
INDIVIDUAL CONTRIBUTOR

Head Athletic Trainer
MANAGEMENT

	Prepare, administer, and monitor medical services budget
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JOB FACTOR PROFILE TABLE

FACTOR PROFILE	10092 ATHLETIC TRAINER, BAND F	10449 HEAD ATHLETIC TRAINER, BAND G
MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY	Bachelor's degree and up to 2 years relevant experience or equivalent combination	Bachelor's degree and 3 to 5 years relevant experience or equivalent combination
IMPACT	Moderate impact	Moderate impact
CONTACTS - INSIDE	Provide guidance Coordinate activities	Provide guidance Coordinate activities
CONTACTS - OUTSIDE	Providing and/or receiving guidance, advice or information that must be analyzed and developed by the position	Providing and/or receiving guidance, advice or information that must be analyzed and developed by the position
CONTACTS - STUDENTS	Frequent contact dealing with confidential matters	Frequent contact dealing with confidential matters

FACTOR PROFILE	10092 ATHLETIC TRAINER, BAND F	10449 HEAD ATHLETIC TRAINER, BAND G
SUPERVISION	Provide on-the-job training, advice and counsel to other employees in a similar position	Provide day-to-day supervisory direction to employees within the department
COMPLEXITY	Frequently adapt, combine or make improvements in an existing service, product, process or program. Work requires reasoning skills and judgment	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Duties generally involve many diverse and unrelated processes and methods. Work requires sophisticated reasoning skills
LEVEL OF DECISION MAKING	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students
FREEDOM OF ACTION	Directly affect multiple functional areas Limited effect on students and employees	Directly affect multiple functional areas Limited effect on students and employees
EFFECT OF DECISION MAKING	General supervision Some interpretation of established work policies and procedures is required	Very general supervision Requires interpretation of work policies and procedures, at times deviation from standard work practices
WORKING CONDITIONS	Variable working conditions including exposure to conditions which require cautious handling of animals or mildly toxic plants; chemicals or substances requiring careful use; or equipment requiring close attention. Safety gear may be required	Variable working conditions including exposure to conditions which require cautious handling of animals or mildly toxic plants; chemicals or substances requiring careful use; or equipment requiring close attention. Safety gear may be required