



POSITION DESCRIPTION

POSITION TITLE: Kinesiologist - Chronic Disease **DEPARTMENT:** Primary Care
CLASSIFICATION: Fitness Consultant **APPROVED BY:** Regional Lead – Community & Continuing Care
UNION: MGEU Professional Technical **DATE APPROVED:** November 29, 2017

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Manager, Health Services - Primary Care

POSITIONS SUPERVISED: None

POSITION PURPOSE

Reporting to Manager, Health Services and in collaboration with My Health Team, the Kinesiologist - Chronic Disease is an integrated member in the service delivery of primary health care to clients living with or at risk for chronic diseases that may be prevented or managed in part via physical activity. The Kinesiologist specializes in the delivery of exercise and health-behavior modification programs using a highly person-centered approach to support active involvement in one's own health care.

Kinesiology is the science of human movement, encompassing both its physical and behavioral aspects. Kinesiologists promote and provide best practices in prevention, assessment and intervention to enhance and maintain fitness, health and wellness, performance and function, in the areas of exercise, sport, recreation, work and activities of daily living. Kinesiologists have important knowledge and skills to contribute across the continuum of care for chronic disease, at both the level of the individual and of the community. As contributions move across the continuum from health promotion and disease prevention to intervention and rehabilitation, collaboration with other health care professionals is essential.

The incumbent exercises the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

Clinical Practice

- Responsible for delivery of cardiac rehabilitation and cardiovascular disease prevention, chronic disease prevention, education, management, and support based on the most recent clinical practice guidelines.
- Works in collaboration with members of the multi-disciplinary health care team including Physicians, Nurse Practitioners, Dietitians, Chronic Disease Education Team members, members of the My Health Team and others as required.
- Designs appropriate exercise prescriptions, monitors progress and modifies interventions based on a client's functional status, chronic disease presentation, advanced age and co-morbidities.
- Works in partnership with clients and organizations with preventative strategies to help clients maintain an independent and healthy lifestyle status.
- Plans, designs, implements and facilitates single client and group-based health education and physical activity programs within the scope of practice.
- Ensures continuity of care by maintaining up-to-date medical records; ensures communication with client's primary care provider and other service providers, and makes referrals where appropriate.
- Provides counselling to clients on accessible and safe physical activities to encourage the maintenance of their health.
- Collaborates with service providers to establish and develop safe and effective programs to meet the needs of clients.
- Integrates with the primary health care team through sharing of physical activity knowledge and best practices to support the team with the knowledge required to prescribe physical activity as a health intervention.
- Provides client-centered education based on the assessment of chronic disease and understanding of health behaviour change model.
- Provides group education and/or group visits to clients regarding chronic disease prevention, education and support.
- Develops supporting clinical, professional and community networks.
- Demonstrated ability to critically analyze and synthesize current literature and best practice.
- Collaborates and helps develop a professional education plan to ensure that skills and knowledge base remain current.

Health Education & Promotion:

- Identifies gaps in resources and supports required to effectively prescribe physical activity.
- Works with primary care providers to develop resources, tools and referral processes to address the identified gaps.
- Develops educational resources and tools for health professionals and community members.
- Supports health professionals and clients in using resources and tools.
- Mentor and support primary care providers as they implement the above tools.
- Develops and facilitates processes and partnerships for program delivery.
- Develop, design, and implement programs with community partners, programs and strategies.

Community Capacity & Partnership Building:

- Works collaboratively with health care providers including Public Health-Healthy Living, Healthy Living Facilitators to enhance awareness of physical activity opportunities in the community at large.
- In collaboration with health care providers, including community facilitators, develop professional and community partnerships required so primary health care providers are aware of and have access to relevant community-based resources.
- Create referral processes to refer clients to community-based physical activity programs.

General

- Develops and maintains effective working relationships with staff, peers, supervisor, volunteers and the public.
- Participates in student internships and training in a clinic and community health setting.
- Works as a team member to manage multiple concurrent tasks as necessary.
- Integrates computer knowledge and electronic charting processes to enhance team and partnership communication.
- Utilizes excellent verbal and written communication skills, including formal presentation and the development and delivery of education and training, composing reports, facilitating public consultation and developing resource material.
- Responsible for individual practice while actively participating in regional team meetings and multidisciplinary team meetings, contributing to the evolution of high quality, value added and regionally consistent programs.
- Negotiates mutually beneficial agreements and manages change through decision-making, problem-solving, consensus-building and dialogue.
- Contributes to making the organization safe for patients, residents, clients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Pursuant to the Regional Health Authority Act, Southern Health-Santé Sud is designated bilingual (English/French). Accordingly, all employees accept responsibility to support clients in their official language of choice.
- Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS

1. To be defined.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Bachelor's Degree of Kinesiology, Exercise and Sport Science (or equivalent) from a recognized post-secondary educational institution.
- Completion of the CSEP – CPT (Certified Personal Trainer) certification (Certification must be kept current).
- Completion of the CSEP – CEP (Certified Exercise Physiologist) certification obtained within 2 years of the date of hire (Certification must thereafter be kept current).

- Current Basic Life Support (BLS) certification.

REQUIRED KNOWLEDGE:

- Knowledge of primary care within a primary health care context and working within a health care team.
- Knowledge of applied exercise psychology.
- Knowledge of behavior change counselling and client focused approaches and strategies.
- Knowledge of community development principles.
- Knowledge of cultural diversity and health determinants.

EXPERIENCE REQUIRED:

- Minimum of two (2) years' experience working as a Kinesiologist with chronic disease states, management and safety issues related to physical activity and clinical exercise physiology.
- Previous experience assessing health and fitness levels and prescribing exercise.
- Previous experience providing one on one behavioral counseling for lifestyle change with an adult population.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated effective oral and written communication skills.
- Demonstrated effective decision making, and problem solving skills.
- Demonstrated organizational and time management skills.
- Demonstrated ability to build and maintain professional working relationships with an inter-professional team, physicians, management and staff within the region as well as appropriate external agencies.
- Demonstrated ability to work both independently and as part of a team.
- Given the cultural diversity of our region, the ability to respect and promote a culturally diverse population is required.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums.
- Demonstrated ability to meet the physical and mental demands of the job.
- Good work and attendance record.
- Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate.
- All Health Care Workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy.
- Requires a valid Class 5 driver's license, an all purpose insured vehicle and liability insurance of at least \$1,000,000.00.

WORK CONDITIONS:

- No hazardous or significantly unpleasant conditions.
 - May work occasionally evenings and weekends as necessary.
 - Will be required to travel to other regional facilities or community settings as the position duties may require.
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SALARY SCALE:

As per MGEU Professional Technical Collective Agreement Salary Scale.

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.