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## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	KINESIOLOGIST- CHRONIC DISEASE
<b>DEPARTMENT:</b>	PRIMARY HEALTH CARE
<b>CLASSIFICATION:</b>	KINESIOLOGIST
<b>UNION:</b>	MGEU TECHNICAL PROFESSIONAL

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## REPORTING RELATIONSHIPS

<b>POSITION REPORTS TO:</b>	MANAGER HEALTH SERVICES- PRIMARY CARE
<b>POSITIONS SUPERVISED:</b>	NOT APPLICABLE

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## POSITION SUMMARY

Reporting to Manager Health Services – Primary Care and in collaboration with MyHealth 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 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 of Kinesiologist – Chronic Disease functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

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## **ESSENTIAL FUNCTIONS AND DUTIES**

Function and duties 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 MyHealth 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 comorbidities.
- 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.
- Address fall prevention strategies with clients.
- 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.
- 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.
- Mentors and supports 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, develops professional and community partnerships required so primary health care providers are aware of and have access to relevant community-based resources.
- Creates 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 multi-disciplinary 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.

#### **OTHER**

- Performs other duties as assigned.

#### **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 (Canadian Society for Exercise Physiology Certified Personal Trainer) certification (certification must be kept current).
- Completion of the CEP – CEP (Canadian Society for Exercise Physiology 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 physiology.
- Knowledge of behavior change counseling 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:**

- Demonstrated effective oral and written communication skills.
  - Demonstrated effective decision making and problem-solving skills.
  - Demonstrated organization and time management skills.
  - Demonstrated ability to build and maintain professional working relationships with an interprofessional 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
  - Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums.
  - Valid Manitoba driver's license.
  - Mental and physical ability to meet the demands of the position.
  - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
  - Proficiency of both official languages is essential for target and designated bilingual positions.
  - Completes and maintains a satisfactory pre-employment security check.
  - Satisfactory employment record.
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#### **WORK CONDITIONS**

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- Will be required to travel throughout the region as duties may require.
- No hazardous or significantly unpleasant conditions.

- All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
- No hazardous or significantly unpleasant conditions
- May work occasionally evenings and weekends as necessary

**WORKPLACE SAFETY AND HEALTH**

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility' Fire, Disaster and Evacuation Plan.

**PATIENT SAFETY**

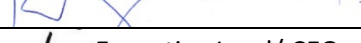
- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.


Created: \_\_\_\_\_  
Date

Revised: \_\_\_\_\_  
Date

Approved by:  \_\_\_\_\_  
Regional Manager/ Supervisor Nov 14, 2024

Approved by: \_\_\_\_\_  
Executive Lead/ CEO Date

Approved by:  \_\_\_\_\_  
Executive Lead/ CEO **Nov 21/24**  
Date

Reviewed by:  \_\_\_\_\_  
Executive Lead, Human Resources **Nov 26/24**  
Date

*Position 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 position 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.*