

Lead Kinesiologist

Position Overview: The Lead Kinesiologist is a highly motivated and *driven* individual. They possess strong leadership skills, a passion for this field, and a commitment to creating an environment that motivates individuals to achieve their health and fitness goals. Not only do they meet the minimum requirements and qualifications stated below, but they also have the motivation to continue to learn and improve their skills and knowledge in this field. They have an excellent understanding of the NeuroRecovery Network (NRN) and Activity-Based Training (ABT). The Lead Kinesiologist's responsibilities include, but are not limited to, client evaluations, treatment planning and implementation, home exercise programming, testing clients' physical abilities, analyzing rehabilitation goals, and consulting with the ABT team and other healthcare providers to coordinate the most effective treatment program. The Lead Kinesiologist will also assist the Fitness Director with management tasks, team management, team training, employee schedules, generating ideas and implementing actions for growth, navigating crisis management, and providing a satisfying client experience.

Key Responsibilities

The Lead Kinesiologist will perform all job functions of a Neuro Kinesiologist, with the additional responsibilities below:

1. Function as the trainers' trainer, providing the team with valuable insight and goals to keep improving DRIVEN.
 - ✓ Lead while being a solid supportive team member on the floor, following up on problems and effectively implementing DRIVEN's mission statement and values
 - ✓ Facilitate the onboarding and training of ABT staff, students, interns, and volunteers
 - ✓ Lead team client meetings
2. Assist Fitness Director with management tasks that include, but are not limited to:
 - ✓ Certification and training ideas for staff
 - ✓ Client and staff scheduling
 - ✓ Creating and managing training and coursework
 - ✓ Client KPI's
 - ✓ Provide grant related data and support
 - ✓ Researching new equipment
 - ✓ Events and outreach
3. Develop individualized recovery and wellness plans that focus on activation and strengthening below the level of injury, improving motor function, and enhancing overall client health.
4. Utilize Activity-Based Training (ABT) techniques such as NMES, FES, locomotor training, vibration therapy, and load-bearing exercises to stimulate muscle function, support recovery, and prevent secondary complications like muscle atrophy and joint contractures.
 - ✓ Conduct gait analysis to assess walking mechanics, balance, and posture.
 - ✓ Implement targeted interventions designed to improve mobility and walking outcomes, adjusting as necessary based on ongoing assessments.

- ✓ Identify and correct synergy patterns in both upper and lower extremities to optimize patient motor control and functional outcomes.
 - ✓ Reduce compensatory movements and strategies to enhance motor efficiency and promote optimal functional recovery
5. Follow protocols from NextStep and NeuroRecovery Network (NRN) to ensure effective interventions.
 6. Complete client evals and re-evals utilizing the NeuroRecovery Scale and other functional outcome measurement scales deemed necessary
 7. Instruct staff on appropriate training and safety precautions/techniques and remain up to date with training precautions/techniques
 8. Monitor fitness center activities and ensure that the gym is clean and free of health and safety hazards
 9. Oversee ABT staff on the floor
 - ✓ Ensures client sessions start and end on time
 - ✓ Ensures all sessions are run appropriately
 - ✓ Communicate with ABT staff about any schedule changes or client updates
 10. Confirm that all client folders and files are up to date
 - ✓ Monitor ABT's notes/summaries/goals
 - ✓ Keep track of case management notes and summaries
 - ✓ Ensure that training videos are being taken and are uploaded in the correct folders.
 11. Maintain equipment and report equipment issues
 12. Oversee and collaborate with trainers to create client quick charts and treatment plans
 - ✓ Review all quick charts and treatment plans created by Kinesiologist and NeuroAdaptive Exercise Specialist.
 - ✓ Work with the Fitness Director to ensure quick charts, treatment plans, and session note audits are current and align with NRN & NextStep guidelines.
 13. Report to the Fitness Director
 14. Complete other tasks and duties assigned by the Executive Director, Program Director, and Fitness Director

Working Conditions

- This role requires working in a fitness and wellness setting, with hands-on activity and physical exertion involved in demonstrating, transferring, walking, and assisting with exercises.
- The position involves close interaction with clients and staff, and may require collaboration with healthcare professionals as part of a broader team effort in supporting overall client wellness.
- As the Lead Kinesiologist, the role includes overseeing and guiding a team of Kinesiologists, Neuroadaptive Specialists, and Technicians, ensuring tasks are completed according to best practices. You will be actively involved in staff training, quality control, and maintaining operational flow on the floor.

- The position also includes responsibilities for problem-solving on the floor, assisting with staff schedules, and ensuring a safe, clean, and effective working environment. Strong interpersonal skills and leadership are essential, as this role requires direct interaction with both staff and clients.

Qualifications

- Bachelor's degree in Kinesiology, Exercise Science, or a related field, or PTA/COTA.
- Certification as an Exercise Physiologist, Certified Strength and Conditioning Specialist, or equivalent (preferred).
- Experience working with neurodisabilities, including spinal cord injury, stroke, and traumatic brain injury.
- Knowledge and application of NeuroRecovery Network protocols and ABT principles.
- Excellent interpersonal and communication skills for collaborating with clients, families, and interdisciplinary teams.
- At least 1 year of management experience (preferred).

Other Requirements

- Upbeat and positive attitude
- Punctual and reliable
- Exceptional understanding of strength and conditioning programming
- Exceptional understanding of anatomy and physiology
- Exceptional understanding of kinesiology
- Exceptional knowledge of neurological injuries
- Strong listening skills with the ability to empathize and problem solve
- Initiative to self-learn and expand knowledge related to this field
- Exceptional leadership skills
- Excellent interpersonal skills
- Demonstrate diplomacy in all interactions while using appropriate behavior and language
- Leads by example and demonstrates integrity

JOB TYPE

- Full-Time (salary)
- Pay: \$60,000-\$70,000 (based on experience)

Schedule

- 8-hour shifts
- Monday- Friday (Saturday as needed)

BENEFITS (Full Time)

- Simple IRA Matching
- Health, Dental, Vision Insurance
- Paid Time Off



FOR MORE INFORMATION ON OUR ORGANIZATION + FACILITY

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FACEBOOK – DRIVEN NEURORECOVERY CENTER LAS VEGAS

INSTAGRAM – @DRIVENLV

VISIT <http://conquerparalysisnow.org/>

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