



# Athletic Trainer

## **DIVISION**

Athletics

## **HIRING MANAGER**

Athletics Director

## **POSITION DESCRIPTION**

Full Time (Two-Year Initial Contract)

## **POSITION OVERVIEW**

The Athletic Trainer safeguards the health, safety, and long-term development of student-athletes in Grades 6–12. The role leads an integrated Athletic Development Pathway encompassing medical care, injury prevention, performance preparation, and wellbeing education, while working collaboratively with coaches, nursing staff, and school leadership to ensure safe and sustainable athletic participation.

## **SCHOOL OVERVIEW**

ISB was founded in 1951 as the first international school in the Kingdom of Thailand. Since our inception we have provided access to an American curriculum education for those wishing to matriculate to the finest global universities. We are proudly international and serve a community representing over 60 nationalities.

At ISB, we believe that all students are able to learn at the highest levels when nurtured in a community of high expectations and incredible support. We're seeking educators who are excited by the challenge of honoring each child's unique ability and inspires our students to be curious, engaged, and committed to their learning journey.

We are inspired by a future of endless possibilities and are eager to embrace the opportunity to shape what's next. We are a school seeking continuous improvement and share a collective commitment to continuously pursue meaningful growth in our diverse and dynamic community. If you dare to dream, have the courage to begin, and the determination to transform learning for our students we invite you to learn more about our shared vision and the exciting opportunities ahead.

## **Safe Recruitment Statement**

At ISB, student safety and well-being are our top priorities. We are committed to safeguarding children and young people, and expect all staff and volunteers to share this commitment.

As part of our recruitment process, applicants undergo thorough checks, including identity and qualification verification, professional references, and comprehensive background screenings (criminal, civil, and social media). Additional checks may be conducted as needed to ensure the highest standards of due diligence.

## **Culture of Connection**

At ISB our strength is our community. We value the very nature of being an international school that engages with a spectrum of cultures and identities. As a community, we are committed to fostering connection that is centered around respect and the celebration of differences. ISB stands firmly against all forms of discrimination and fosters an inclusive culture that prepares our thinkers to thrive within a cosmopolitan and ever evolving future.

# POSITION RESPONSIBILITIES

## ISB's Community of Practice

ISB is a Professional Learning Community built on a deep commitment to collaboration. We rely on every educator to actively engage in this work, using student evidence to guide decisions and respond to the evolving needs of our learners. Together, we ensure that all students achieve at high levels and make at least a year of growth. Each teacher's role in this shared effort is essential to realizing that commitment.

We see education as a journey of continuous improvement and are seeking dedicated, student-focused educators to join us. ISB strives to be a model of excellence, continually evolving to prepare students for both their present and future. By working together, we will enhance the learning experience and ensure every student thrives.

## Key Responsibilities

### Athletic Development & Performance

- Design and lead the **Athletic Development Pathway** for Grades 6–12, ensuring age-appropriate training loads aligned with physical maturation.
- Write and oversee **periodized strength, mobility, and conditioning programs** for varsity teams and selected high-performance athletes.
- Maintain a **Prehab exercise library** for student and coach use within daily warm-ups and training.

### Medical Care, Rehabilitation & Return to Play

- Provide medical coverage for school-sponsored practices, competitions, designated travel events, and selected evenings/weekends.
- Assess, treat, and rehabilitate injuries using individualized, evidence-based physiotherapy-led care plans, including advanced manual therapy techniques within scope of practice.
- Oversee the **Return-to-Play (RTP) pathway**, serving as the final clinical authority on readiness for return to high-intensity or contact sport.
- Deliver emergency care and coordinate referrals to external medical providers as required.
- Maintain accurate, confidential medical documentation.

### Injury Prevention, Concussion & Emergency Preparedness

- Design and implement evidence-based **injury prevention and prehab-focused programs** across all age groups.
- Lead concussion management protocols for Grades 6–12, including return-to-learn and return-to-play procedures.
- Contribute to the development, training, and execution of the Athletics **Emergency Action Plan (EAP)**.
- Manage travel medical kits and provide remote medical support for teams competing internationally.

## POSITION RESPONSIBILITIES

### Wellbeing, Safeguarding & Collaboration

- Ensure all interactions adhere to international safeguarding and Child Protection standards, maintaining professional boundaries in 1-on-1 settings.
- Chair regular Athlete Wellbeing meetings with coaches and nurses to monitor students at risk due to injury, workload, or wellbeing concerns.
- Advise coaches on appropriate medical accommodations for student-athletes with chronic conditions.
- Integrate performance-focused wellbeing strategies (e.g., mindfulness, recovery habits) and refer to counseling professionals when appropriate.

### Education, Data & Program Support

- Lead workshops on the Student-Athlete Life, addressing sleep, nutrition, hydration, mental health, and performance.
- Provide professional learning for coaches on athlete health, injury prevention, and workload management.
- Collect and monitor relevant health and performance data in alignment with school policy and consent requirements.
- Oversee athletic training equipment, supplies, and annual budgeting in collaboration with the Director of Athletics.
- Assist in evaluating athletic facilities and equipment to reduce injury risk.

### Professional Standards

- Uphold the highest ethical, legal, and professional standards in athletic training, physiotherapy, performance, and wellbeing support.
- Perform other duties consistent with the role as assigned by the Director of Athletics.

# POSITION REQUIREMENTS & QUALIFICATIONS

## REQUIRED QUALIFICATIONS

- Bachelor's degree in Athletic Training or an equivalent
- Current professional certification/licensure as an Athletic Trainer or equivalent credential
- Current BLS CPR/AED certification for Healthcare Providers (or international equivalent)

## DESIRED QUALIFICATIONS

- Certification in strength and conditioning or athletic performance (e.g., NSCA®, or equivalent).
- Advanced training or certification in corrective exercise, rehabilitation, or performance-based conditioning
- Master's degree in a related field such as Sports Science, Physiotherapy, Human Performance, or Exercise Science.
- Minimum of 2–3 years' experience working with adolescent student-athletes in a school, academy, or youth sport environment.
- Demonstrated understanding of safeguarding and child protection practices in educational or youth sport settings.
- Strong interpersonal and communication skills, with the ability to collaborate effectively with students, parents, coaches, nurses, counselors, and school leadership.

## WORKING REQUIREMENTS

- Normal working hours will be Monday-Friday while school is in session (Aug-Early June).
- Presence of the Athletic Trainer at all sports fixtures and tournaments when requires.
- When school is out of session adjusted hours will be decided in consultation with the Athletics Director (June-July summer break & Christmas Holidays).
- Evening and weekend commitments to support school events
- Active engagement in the curricular and co-curricular life of the school
- Chaperoning and/ or leading international and local student trips

Normal Working Hours:

- 9:30 - 6:30 hours Monday-Friday + Saturdays as required
- Tournaments and Games as needed and communicated

## TERMS OF EMPLOYMENT

- Two year initial contract
- First year teacher contract is 193 days (additional time for onboarding), second year onward, 189 days (181 student contact days and 8 professional learning)
- All candidates must pass stringent background checks, particularly in areas of child safeguarding.



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