

**MONTGOMERY COUNTY GOVERNMENT
ROCKVILLE, MARYLAND
CLASS SPECIFICATION**

**Code No. 000124
Grade 27**

EXERCISE PHYSIOLOGIST

DEFINITION OF CLASS:

This is professional and administrative level work involving the planning, development, implementation and maintenance of the fitness component of the Fire and Rescue Services Health and Wellness Initiative. The employee in this single position class, working collaboratively with lead staff of the medical, physical rehabilitation, and behavioral health components of the Wellness Initiative, compiles data, analyzes trends, and develops integrated strategies to address issues, coordinate program components, and provide for the effective and efficient delivery of health and wellness services to Departmental Staff. This includes scheduling, coordinating and conducting annual fitness evaluations, and providing fitness prescriptions for Departmental staff. Contacts include Wellness Initiative lead staff, the Department Director, management, supervisory, and line staff, committee staff members, representatives of other County departments, colleges and universities, community, public and private fitness facilities in order to evaluate data; identify trends and develop strategies to improve fitness programs; reduce on- and off-the-job injuries, prevent and reduce acute and chronic health problems, reduce the number of Workers Compensation claims, lost work time, early and disability retirements; evaluate current practices in wellness programs; and develop public and private partnerships to enhance the fitness program. The employee advises top level Department administrators on all matters involving physical conditioning, and presents and justifies program goals and objectives, and the strategies and budget for achieving them. While this class of work may entail some public service/assistance, it is incidental to the primary focus of the work performed. Work is generally performed in an office environment and involves common, everyday risks. Performance of the work does involve occasionally leading a variety of exercises and demonstrating exercise techniques, requires the maintenance of personal physical condition, and leading by example.

The Exercise Physiologist is responsible for developing and improving the Department's fitness programs, and collaborating with Wellness Initiative staff to manage nutrition, weight management and stress reduction programs. The employee, in collaboration with a physician, physical rehabilitation specialist, and mental health professional, and with oversight from a Fire/Rescue Assistant Chief, is responsible for the planning, development, implementation, improvement, and maintenance of the Department's physical fitness component of the Wellness Initiative. The employee has full technical responsibility for her/his area of specialization, and keeps the supervisor apprised of potentially controversial matters. Although a framework of general guidelines exists, the employee will conduct research; analyze current physical fitness programs, trends involving types of injuries, physical conditioning, and program impact; and develop new approaches and guides for improving physical conditioning. Complexity of the work is derived from its highly specialized nature. The employee will schedule, coordinate, and conduct fitness evaluations and prepare fitness prescriptions for a large number of staff; evaluate data, identify trends, and develop strategies to improve programs and resolve problems. The work of the position is to improve and maintain the ability of the Department to provide emergency services to the entire community.

EXAMPLES OF DUTIES: (Illustrative Only)

- Develops, provides training, guidance and support to, and maintains a network of peer fitness trainers for more than forty Fire/Rescue work sites.
- Schedules, coordinates, and conducts annual fitness evaluations, and prepares fitness prescriptions for County Fire/Rescue and volunteer personnel.
- Attends regular meetings with lead personnel from the medical, physical rehabilitation, and behavioral health components of the Wellness Initiative to evaluate data, identify trends, and develop strategies to develop and improve fitness programs, reduce on- and off-the-job injuries, reduce and prevent acute and chronic health problems, Worker's Compensation Claims, and lost work time; and evaluate the most up-to-date practices in wellness programs.
- Attends Joint Health and Safety Committee meetings, and meets with organizational safety personnel, to provide and share program feedback, and identify and address/resolve issues.
- Develops and maintains an inventory of County owned fitness equipment, including equipment condition and maintenance status; acquires new, and disposes of out-dated equipment; manages equipment maintenance and warranty programs; develops and provides training on proper equipment use; evaluates program equipment needs; and develops, defends, and monitors program budget.
- Markets and advocates for the program within and outside the Department, which includes making presentations to employees, other County departments and agencies, elected officials, and the general public.
- Plans, develops, and manages related programs involving such areas as nutrition, weight management, and stress reduction.
- Develops, maintains, and analyzes a confidential database of group statistical data including age, gender, weight, fitness data (flexibility, muscular strength and endurance, aerobic capacity, and other pertinent factors), and injuries; examines data for trends and correlations; and demonstrates performance measures/outcomes for the fitness program both Departmentally and nationally.
- Demonstrates physical exercise techniques, and occasionally leads physical training exercises, to motivate staff and lead by example.
- Develops on-going working relationships with other agencies and organizations including colleges and universities, the Department of Recreation, Department of Health and Human Services, and the Office of Human Resources, to collaborate and enhance the fitness program.
- Perform related duties as required.

KNOWLEDGE, SKILLS AND ABILITIES:

- Considerable knowledge of functional anatomy and biomechanics, including occupation specific biomechanics.
- Considerable knowledge of the principles and practices of exercise physiology and managing fitness programs.
- Considerable knowledge of the principles and practices of health appraisal and fitness training for a large, diverse population of healthy as well as at-risk individuals.
- Knowledge of human development, and of age/sex cohort performance.
- Knowledge of pathophysiology and risk factors, emergency First Aid, and exercise safety.
- Knowledge of physical rehabilitation theory and practice.

- Knowledge of the principles and practices of nutrition, weight and stress management, and biomechanical feedback.
- Knowledge of, or the ability to acquire knowledge of the fire fighting, rescue and emergency medical service occupations through ride-alongs and through participation in training and drills at the Public Safety Training Academy.
- Basic knowledge of human behavior/psychology.
- Skill in program administration and management.
- Skill in the development of fitness assessment protocols and fitness prescriptions.
- Ability to collect, analyze, and present data in a clear and effective manner.
- Ability to modify programs in response to injury trend data.
- Ability to communicate clearly and effectively, both orally and in writing.
- Ability to attend meetings or perform other assignments at locations outside the office.

MINIMUM QUALIFICATIONS:

Experience: Three (3) years of professional clinical experience as an Exercise Physiologist, Health/Fitness Director, Preventive/Rehabilitative Exercise Specialist, Physical Therapist, or Kinesiologist; or administering corporate wellness programs including fitness, nutrition, injury rehabilitation, and referral to medical and behavioral health professionals.

Education: Graduation from an accredited college or university with a Master's degree in Exercise Physiology, Physical Rehabilitation Therapy, Kinesiology, or a related health area. Certification as a Health Fitness Instructor from the American College of Sports Medicine, or its equivalent, is required.

Equivalency: An equivalent combination of education and experience may be substituted.

LICENSE: None.

PROBATIONARY PERIOD:

Individuals appointed to a position in this class will be required to serve a probationary period of twelve (12) months and, if promoted to a position in this class, will be required to serve a probationary period of six (6) months. Performance will be carefully evaluated during the probationary period.

Continuation in this class will be contingent upon successful completion of the probationary period

MEDICAL EXAM PROTOCOL: Core I Exam with a Drug/Alcohol Screen.

Class Established: May 2001 (M)

Revised: August, 2013

September, 2014