



The Olympic Committee of Israel

Guiding Regulations for Employing Professionals in the Fields of Medicine and Ancillary Services



- Medicine
- Physiotherapy
- Nutrition
- Development of Physical Abilities
- Mental Training
- Massage



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Dear Partners,

Throughout each Olympic cycle, Israeli Olympic athletes receive ongoing scientific and medical support that includes highly qualified professionals in the fields of medicine, physiology, physiotherapy, massage, psychology, nutrition, and development of physical abilities.

Working with elite athletes requires expertise, extensive experience and an understanding of the professional needs of this exceptional population.

In order to meet these challenges and to ensure the selection of staff with suitable training, academic background and appropriate skills, the Olympic Committee of Israel decided to formulate a set of guidelines to serve as the 'Olympic Standard'.

We are proud to present the guiding regulations for members of the scientific-medical staff supporting the Olympic athletes of Israel.

The guidelines in the following document are the initiative of the Scientific Director of the Olympic Committee and physiologist, Mr. Muli Epstein, and the product of his work in collaboration with the Steering Committee (Mr. Gilad Lustig, Prof. Dan Nemet M.D, M.H.A, Prof. Gal Dubnov-Raz M.D, and Dr. Osnat Fleiss-Douer Ph.D.), and with the director of each of the scientific-medical support professions, as well as the assistance of the Elite Sports Unit.

As of today, these guidelines will constitute the Olympic standard for professionals who wish to become part of the elite group of the Olympic Committee of Israel's scientific-medical support team. These regulations are aimed at ensuring optimal and responsible care for the Olympic athletes while striving for continuous excellence.

Paris 2024 is just around the corner so good luck to us all!

Yael Arad
President
The Olympic Committee of Israel

Gilad Lustig
CEO
The Olympic Committee of Israel

The Olympic Committee of Israel

Guiding Regulations for Employing Professionals in the Fields of Medicine and Ancillary Services

General Regulations

The Olympic Committee of Israel's new scientific-medical model of support operates in a two-dimensional matrix linking designated professionals with centralized sports (the "national team method").

Areas of research and knowledge that are included in the scientific-medical support are the following: medicine, physiotherapy, nutrition, psychology, physiology, development of physical abilities and massage.

The vertical axis of the matrix includes all the professionals who work with a given sport. The horizontal axis of the matrix includes the professionals from a particular specialization ("fields of medicine and ancillary services").

With the expansion of the scientific-medical support for the Olympic staff, the Olympic Committee of Israel faces increasing challenges, including the following:

1. The addition of scientific and medical services to new sport branches
2. The professionalization of the therapeutic team in accordance with the specific requirements of the sport
3. The expansion of the geographic distribution of therapists and treatment centres
4. The recruitment of professional and skilled personnel
5. The assignment of professionals from the diverse fields of support for activities abroad (training and competitions).

For each of the above listed scientific-medical support areas, the Olympic Committee of Israel will appoint a head of department whose role is as follows:

6. To ensure the recruitment of qualified and skilled personnel
7. To manage professionals under his/her responsibility
8. To implement the professional policy of the Olympic Committee of Israel

In order to meet these challenges and to ensure the selection of staff with suitable training, academic background and appropriate skills, the Olympic Committee of Israel decided to formulate a set of guidelines to serve as the 'Olympic Standard'.

Guidelines have thus far been defined in six areas: medicine, physiotherapy, nutrition, development of physical abilities, mental guidance and massage. In future, the fields of complementary medicine and sport sciences will also be defined.

A. Medicine

An *Olympic Committee Physician* is defined as a physician who is approved by the Head of Medicine and by the Chair of the Medical Commission of the Olympic Committee of Israel to provide medical treatment of diverse aspects for Olympic squad athletes.

Job Description

1. Responsible for the care and follow-up of Olympic athletes.
2. The sports branch physician forms a part of the multidisciplinary professional team in the sport he/she accompanies and serves as part of the professional personnel under the Head of Medicine.
3. The physician manages, monitors and supervises the medical specialization via a computerized information management software.
4. The physician attends professional and multi-disciplinary meetings of the sports branch.
5. The physician stays up-to-date with the professional literature of his/her field of practice.
6. The physician is familiar with the Olympic Committee medical code of ethics and will undergo training on the prevention of doping in sports.
7. The physician has ongoing contact with physicians from other fields, as needed, to treat cases that require a different specialization from that of the physician's.
8. The physician collaborates in research that is conducted on behalf of the Olympic Committee of Israel, or with any institution with which the Olympic Committee of Israel conducts strategic collaborations, in coordination with the Medical Director of the Olympic Committee

of Israel. The physician is also expected to initiate research in his/her field.

Olympic Committee Physician Requirements:

1. License from the Israeli Ministry of Health to practice medicine. Preference is given to physicians with sports medicine related experience, such as orthopedics, internal medicine, family medicine, and pediatrics.
2. A basic and advanced resuscitation course certificate; Refresher course every three years.
3. A fellow/advanced training course in sports medicine from abroad, or a certificate in sports medicine from Israel or a parallel international course (e.g., an IOC Diploma in Sports Medicine).
4. Professional experience of at least three years working with junior and senior achievement athletes or at the national/international level (club/team/national team).
5. A valid professional liability insurance policy that includes coverage of the activities performed for the Olympic Committee.
6. Notwithstanding the foregoing, physicians with proven professional experience in working with competitive athletes (such as the "Founding Generation", i.e. senior physicians working in the field prior to the establishment of advanced courses and trainings) may be considered as a substitute for clause 3. Such cases are considered on an individual basis by the Chair of the Medical Commission and the Medical Director as detailed in the section below.

7. Obligatory onsite or online training for the prevention of sexual harassment and protection in sports, with annual refresher training and a signed document that the physician is familiar with and acts in the spirit of the regulations for the prevention of sexual harassment and protection.

Documents Required for Evaluation

1. Curriculum Vitae
2. Academic and certification diplomas (license to practice medicine, sports medicine studies, certificate of specialization).
3. Work experience documentation, including employment certificates and documents of work experience with achievement athletes, as well as the required qualifications (each certificate must include precise employment dates, a job description, and a summary of its duties).

The suitability of the candidate for the position is assessed by the Head of Medicine and by the Chair of the Medical Commission of the Olympic Committee of Israel.

B. Physiotherapy

An *Olympic Committee Physiotherapist* is defined as a physiotherapist who is approved by the Head of Physiotherapy of the Olympic Committee of Israel to treat Olympic squad athletes.

Job Description

1. The physiotherapist of each sports branch is part of the multidisciplinary professional team in the sport he/she accompanies and serves as part of the professional personnel under the Head of Physiotherapy.
2. The physiotherapist is responsible for the physiotherapy treatment and follow-up of the squad athletes, with an emphasis on the process of diagnosis, rehabilitation and return to activity, mainly (but not only) of musculoskeletal injuries.
3. The physiotherapist accompanies and supervises training programs in his/her field of specialization to prevent injuries as a result of overload and/or lack of recovery.
4. The physiotherapist accompanies the athletes of the branch as needed at training camps and competitions in Israel and abroad.
5. The physiotherapist manages, monitors and supervises the field of physiotherapy using the information management software - Smartabase.
6. The physiotherapist attends professional and multi-disciplinary meetings of the sports branch.
7. The physiotherapist stays up-to-date with the professional literature of his/her field of practice.
8. The physiotherapist has ongoing contact with the physician of the sports branch.
9. The physiotherapist collaborates in research that is carried out on behalf of the Olympic Committee of Israel, or with any institution with which the Olympic Committee of Israel conducts strategic collaborations, in coordination with the Scientific Director and the Medical Director of the Olympic Committee of Israel. It is expected that the physiotherapist will also initiate research in his/her field.

Olympic Physiotherapist Requirements:

1. A physiotherapy certification with a certificate of recognition (license number) from the Ministry of Health. Studies abroad are also recognized after passing the license exam.
2. A First Aid [Basic Life Support (BLS)] valid certificate.
3. Professional experience – a minimum of three years of experience (full-time) in orthopedic rehabilitation in a recognized establishment (certificates from a qualified source must be presented).
 - 3.1 Approximately 1000 working hours (equivalent to full-time for half a year, or part-time for two years), proven experience working with achievement athletes (club, team, or national team) or working with special units in the IDF.
4. Advanced studies - it is mandatory to meet at least one of the following options:
 - 4.1 A Master's degree in sports physiotherapy, in addition

to a Bachelor's degree, or another relevant professional corresponding degree, such as the American AT (Athletic Trainer) or a degree in sports science (M.Sc. or B.Sc. in Sports Sciences or Exercise Sciences).

4.2 Advanced courses (postgraduate) in at least three of the core areas listed below. The areas are the same as the areas of study required by Sports Physiotherapy Canada as a prerequisite for sitting for the Level 1 certification of a sports physiotherapist examination.

4.3 IOC Diploma in Sports Physical Therapies.

List of core areas:

- Equipment, instrumentation and aids in sports
- Bandages and splintings
- Orthopedics and biomechanics
- Exercise Physiology
- Physiotherapy treatment in sports
- Manual therapy techniques, massage, dry acupuncture, etc.

4.4 Conditions for recognition of courses

- Each course must be at least 21 academic hours.
- A graduation certificate and a description of the course program must be attached.

- Courses recognized by the Association for the Advancement of Physiotherapy in Israel are given priority.
- Appropriate courses studied abroad will be examined for recognition.

5. Notwithstanding the foregoing, physiotherapists with at least 10 years of proven experience including 5,000 working hours in an achievement sport system that is organized and regulated may be considered as a substitute for Clause 4 (e.g., "Founders' Generation"). Such cases are considered on an individual basis by the coordinating committee as detailed below.

6. A valid professional liability insurance policy that includes coverage of the activities performed for the Olympic Committee.
7. Obligatory onsite or online training for the prevention of sexual harassment and protection in sports, with annual refresher training and a signed document that the physiotherapist is familiar with and acts in the spirit of the regulations for the prevention of sexual harassment and protection.

There are no alternatives to conditions 1-3 above.

Documents Required for Evaluation

1. Curriculum Vitae
2. Academic and certification diplomas (license to practice physiotherapy, studies and certification).
3. Work experience documentation, including employment certificates and documents of work experience with achievement athletes, as well as the required qualifications (each certificate must include



precise employment dates, a job description, and a summary of its duties).

The suitability of the candidate for the position is assessed by the Head of Physiotherapy of the Olympic Committee of Israel.

C. Nutrition

An *Olympic Committee Nutritionist* is defined as a nutritionist who is approved by the Head of Nutrition of the Olympic Committee of Israel to treat and advise Olympic squad athletes.

Job Description

1. The nutritionist is part of the multidisciplinary professional team in the sports branch he/she accompanies and serves as part of the professional personnel under the Head of Nutrition.
2. The nutritionist is responsible for the care and nutritional monitoring of the Olympic squad athletes under his/her responsibility.
3. The nutritionist is responsible for planning menus during the various training periods and competitions, anthropometric measurements, hydration tests, nutritional supplement guidelines, and menu instruction and guidance in training camps and during extended stays away from home.
4. The nutritionist prevents the consumption of unnecessary supplements and ensures that recommended supplements are approved and meet the WADA standard. The nutritionist is familiar with the code of ethics for the prevention of doping in sports and recommends supplements in accordance with the procedure formulated by the Supplements Committee and following an examination of quality sports supplement websites.
5. The nutritionist performs regular periodic follow-ups, and in acute cases additional follow-ups, using objective metrics such as blood tests, fat percentage tests, body composition, etc., in order to monitor the athletes' physical condition.
6. The nutritionist accompanies the athletes from the sports branch as needed at competitions and training camps.
7. The nutritionist manages, reports, monitors and supervises the athletes' nutrition via the information management software - Smartabase.
8. The nutritionist regularly attends professional multi-disciplinary meetings.
9. The nutritionist stays up to date with the professional literature in his/her field of expertise.
10. The nutritionist collaborates in research that is carried out on behalf of the Olympic Committee of Israel, or with any institution with which the Olympic Committee of Israel conducts strategic collaborations, in coordination with the Scientific Director and the Medical Director of the Olympic Committee of Israel. The nutritionist is also expected to initiate research in his/her field.

Olympic Committee Requirements

1. A graduate of one of the nutrition schools in Israel (Tel Hai Academic College, The Hebrew University, Ariel University, Ashkelon College), who has completed half a year of professional training, and holds a Nutritionist Certificate from the Israeli Ministry of Health. Studies abroad are also recognized after passing the Ministry of Health's license examination.
2. Professional experience of a minimum of three years as a nutritionist of an achievement athlete (club/team/national team) or working with special units in the IDF.

3. Advanced studies - One of the following qualifications are obligatory:

3.1 A Master's degree in sports nutrition (in addition to a Bachelor's degree).

3.2 Postgraduate studies in sports nutrition, e.g., IOC Diploma in Sports Nutrition.

3.3 Advanced courses (postgraduate) in the field of sports nutrition; A certificate of completion and course description must be attached - at least 180 hours in total of the following:

3.3.1 Anthropometric measurements

3.3.2 Sports nutrition

3.3.3 Dietary supplements

3.3.4 Reading and analysis of blood test results

4. Notwithstanding the foregoing, nutritionists with proven professional experience in working with competitive athletes may be considered as a substitute for Clause 3 (e.g. "Founding Generation"). Such cases are considered on an individual basis by the coordinating committee, as detailed in the section below. There are no alternatives to conditions 1-2.

5. A valid professional liability insurance policy that includes coverage of the activities performed for the Olympic Committee.

6. Obligatory onsite or online training to prevent sexual harassment and protection in sports with annual refresher training and a signed document that the nutritionist is familiar with and acts in the spirit

of the regulations for the prevention of sexual harassment and protection.

Documents Required for Evaluation

1. Curriculum Vitae

2. Academic and certification diplomas (license to engage in nutrition, academic degrees and certificates).

3. Employment certificates and documents of work experience with achievement athletes, and required qualifications (each certificate must include precise dates of employment, a job description and a summary of its duties).

The suitability of the candidate for the position is assessed by the Head of Nutrition of the Olympic Committee of Israel.

D. Development of Physical Abilities

An *Olympic Committee Coach for the Development of Physical Abilities* is defined as a professional from the field of physical training who is approved by the Head of Physiology and Development of Physical Abilities at the Olympic Committee of Israel to train Olympic squad athletes.

Job Description

1. The Physical Abilities Development Coach is responsible for physical abilities training of the Olympic squad athletes.
2. The coach serves as part of the multidisciplinary professional team in the sports branch he/she accompanies and serves as part of the professional personnel under the Head of Physiology and Physical Abilities.
3. The coach manages, monitors and supervises the athletes' development of physical abilities via the information management software - Smartabase.
4. The coach regularly attends professional multi-disciplinary meetings.
5. The coach stays up to date with the professional literature in his/her field of expertise.
6. The coach undergoes prevention of doping in sports training.
7. The coach builds a training program that integrates various means and innovative technologies.
8. The coach is responsible for conducting periodic physical ability tests for the purpose of monitoring and documenting the athletes' abilities.

Olympic Physical Abilities Development Coach Requirements

1. Proven practical experience in coaching achievement athletes (junior and senior) at the international level - national teams, Academy of Excellence, Olympic squads - is an obligatory requirement.
2. Graduate of a premium program for physical abilities development coaches, if offered.
3. Graduate of a basic resuscitation course (BLS) and a refresher course every three years.
4. Exercise physiologist, athletic trainer or sport scientist is an advantage.
5. An academic degree is an advantage.
6. Notwithstanding the foregoing, coaches with at least five years of proven experience that includes work in an achievement sport system that is organized and regulated may be considered as a substitute for Clause 2 (e.g., "Founders' Generation"). Such cases are considered on an individual basis by the coordinating committee as detailed below.
7. A valid professional liability insurance policy that includes coverage of the activities performed for the Olympic Committee.
8. Obligatory onsite or online training for the prevention of sexual harassment and protection in sports, with annual refresher training and a signed document that the coach is familiar with and acts in the spirit of the regulations for the prevention of sexual harassment and protection.

Documents Required for Evaluation

1. Curriculum Vitae
2. Academic and certification diplomas (studies and certifications).
3. Work experience documentation, including employment certificates and documents of work with achievement athletes, as well as the required qualifications (each certificate must include precise employment dates, a job description of the occupation and a summary of its duties).

The suitability of the candidate for the position is assessed by the Head of Physiology and Physical Abilities Development of the Olympic Committee of Israel.

E. Mental Training

An Olympic Committee Mental Counselor is defined as a professional in the field of behavioral science, with relevant experience who is approved to provide Olympic squad coaches and athletes with mental treatment/advice/training.

Overall Aims

1. To provide athletes with mental training in order to improve the achievements and wellbeing of the athletes.
2. To provide professional and emotional support for the athletes and the professional team that accompanies them.
3. Mental training will have a positive impact on the performance of achievement athletes in major competitions.

Job Description

1. The mental counselor is responsible for mental training in the sports branch he/she accompanies and works with the team, the athlete, the coach and the professional team. In some cases, the main client is the coach and the work is carried out under his/her professional guidance.
2. The mental counselor is responsible for diagnosing, mapping and identifying the needs of the athletes, and presents these to the professional team in the sports branch. A work plan is adapted to the athletes' training schedule including individual and/or group mental preparation for competitions, training observations, involvement in competitions, etc.
3. The work is based on three main principles:

- 3.1. Systemic work - the work is conducted systematically, taking into account all the parties relevant to the athletes - head coach, coaching staff, additional staff members, coordinators of the Elite Sports Unit, the athletes' families and the association's managers (if necessary).
- 3.2. Field work - Most of the work is conducted during training and competitions, including individual and group meetings with the athletes and coaches.
- 3.3. Specialization in the sports branch - the counselor devotes time to learning the specialization in depth to a level of expertise in all aspects of the specific branch with an emphasis on mental aspects, including staying up to date with professional literature, becoming familiar with the recommendations of the International Olympic Committee, attending scientific conferences and exchanging knowledge with international colleagues.
4. The mental counselor collaborates in research that is carried out on behalf of the Olympic Committee of Israel, or with any institution with which the Olympic Committee of Israel conducts strategic collaborations, in coordination with the Scientific Director and the Medical Director of the Olympic Committee of Israel. It is expected that the counselor will also initiate research in his/her field.

Key working principles

1. Learn fully and in depth the relevant sport.
2. Participate in group work, collaborate and share professional knowledge and skills.

3. Build and maintain good, quality relationships with coaches, medical staff and athletes.
4. Participate in the development of innovative performance techniques including integration and monitoring of effective practice.
5. Receive guidance and professional advice (supervision) throughout the process.

Requirements

1. The mental counselor serves as part of the professional personnel under the Director of Mental Training at the Olympic Committee of Israel.
2. The counselor may be required to accompany the athletes in 2-3 international competitions a year.
3. The counselor is required to take part in a monthly one-hour training and attend 75% of staff meetings.
4. The counselor documents his/her work comprehensively and writes up a monthly progress report.
5. The counselor submits a report of his/her working hours to the Director of Mental Training at the end of each month.

Olympic Committee Mental Advisor Requirements:

1. A Master's degree in behavioral sciences – Psychology, Sociology, Criminology, Social work.
2. Three years of experience working with senior competitive athletes with proven success (results and satisfaction of the athlete and coach).

3. Notwithstanding the foregoing, mental counselors with an academic degree and five years of experience working with competitive athletes and proven success (results and satisfaction of the athlete and the coach) or working with special units in the IDF, may be considered.
4. A valid professional liability insurance policy that includes coverage of the activities performed for the Olympic Committee.
5. Obligatory onsite or online training to prevent sexual harassment and protection in sports, with annual refresher training and a signed document that the mental counselor is familiar with and acts in the spirit of the regulations for the prevention of sexual harassment and protection.

Documents Required for Evaluation

1. Curriculum Vitae
2. Academic and certification diplomas (License to practice psychology, studies and certificates).
3. Employment certificates and documents of work experience with achievement athletes, and required qualifications (each certificate must include precise dates of employment, a job description and a summary of its duties).

The suitability of the candidate for the position is assessed by the Head of Mental Training of the Olympic Committee of Israel.

F. Massage

An Olympic Committee Massage Therapist is defined as a professional in massage therapy who is approved by the Head of Massage Therapy of the Olympic Committee of Israel to treat Olympic squad athletes.

Job Description

Sports massage therapists are masseurs with specialized knowledge in anatomy, physiology, sports injuries, movement principles and therapeutic techniques aimed at assisting the rehabilitation and reconstruction processes of achievement athletes. They must be familiar with therapeutic techniques such as sport massage, medical massage, orthopedic massage, deep tissue therapy, trigger point therapy, PNF stretching therapy, joint mobility, etc.

Job Description

1. The massage therapist is part of the multidisciplinary professional team in the sport branch he/she accompanies.
2. The massage therapist is responsible for providing squad athletes with sport massage therapy.
3. The massage therapist has ongoing contact with the sports branch physician and the physiotherapist.
4. The massage therapist accompanies the athletes of the branch as needed at training camps and competitions in Israel and abroad.
5. The massage therapist must create a safe and positive environment for patients.
6. The massage therapist must ensure hygiene in the work environment and the use of approved and standard treatment materials.

7. The massage therapist does not overstep his/her professional responsibility: he/she does not diagnose injuries, use therapeutic techniques and/or medical equipment that is not within his/her authority, he/she does not suggest the use of dietary supplements and/or medications and he/she does not recommend training programs.

Olympic Committee Massage Therapist Requirements

1. A medical massage therapist certification from a body recognized by the Association of Massage Professions in Israel or by a parallel and recognized body abroad. Course scope must include a minimum of 250 hours of study.
2. A valid First Aid certificate (BLS).
3. A minimum of three years of experience providing massage therapy to athletes in a recognized institution; Proven work experience with an achievement athlete (club/team/ national team).
4. A valid professional liability insurance policy that includes coverage of the activities performed for the Olympic Committee.
5. Obligatory onsite or online training to prevent sexual harassment and protection in sports, with annual refresher training and a signed document that the massage therapist recognizes and acts in the spirit of the regulations for the prevention of sexual harassment and protection.

Documents Required for Evaluation

1. Curriculum Vitae
2. Academic and certification diplomas (license to practice massage therapy, studies and certification).
3. Employment certificates and documents of work experience with achievement athletes, and required qualifications (each certificate must include precise employment dates, a job description and a summary of its duties).

The suitability of the candidate for the position is assessed by the Head of Massage Therapy (appointed by the Olympic Committee of Israel) or by a senior therapist and in the presence of the medical coordinator of the Elite Sports Unit.

The candidate's qualifications are examined by a senior therapist with a practical test. The senior therapist submits to the Head of Massage Therapy an evaluation form that includes the following aspects: treatment technique, interpersonal communication, and hygiene.



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