



Salary Benchmarking NBA 2024-25



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Introduction

We are very pleased to be able to share the following salary benchmarking information with you. We hope that you find it useful either for benchmarking salaries of current employees or informing hiring decisions. It is not always easy to access this information and data, but we hope to shed some light on this area. Not all information in this will be fully accurate but we have attempted to share as best what we have found, and from experience in our recruitment research and placements in the league. We accept no responsibility or liability for misrepresentation of key points of information. Use this document as a frame to inform decision making and don't hesitate to contact us with queries.

As well as identifying the relevant positions that exist, we have outlined the key responsibilities within each role, and a rough salary guide.

Building on our previous salary surveys including the English Premier League, this benchmarking report has been based upon extensive research working on a variety of roles and through the candidate network we've established. As you will see, there is often a high degree of variance in salary ranges which is often accounted for by several key factors such as geography, commercial size of the club/organisation and the influx of talent from outside of the sports industry which has seen salary levels rise over the past few years. This is the nature of this world as it evolves at a rapid pace.

Please do not hesitate to contact a member of our team if you would like further information regarding this report, or to discuss how we can support you moving forward. We are here to help you get to the Nxt level.

We would like to wish you a very successful 2024-25.



David Clancy
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Market Conditions

• Diversity and Reach in the NBA

The NBA earned a combined grade of A in the 2023 NBA Racial and Gender Report Card released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. Source: <https://www.tidesport.org/nba>

The NBA has long been a global platform where diversity thrives, shaping the league into more than just a sporting enterprise. Players from over 40 countries, representing various cultures and backgrounds, bring their unique skills and perspectives to the game. This multicultural makeup not only enhances the style of play but also fosters unity among fans worldwide.

The league's commitment to diversity extends beyond the court. Initiatives like the NBA Foundation and Basketball Without Borders aim to promote social equity, create opportunities in underserved communities, and celebrate global talent. The NBA also champions gender diversity, with a growing number of women serving in coaching, front-office roles, and officiating. This emphasis on inclusion isn't just ethical; it's a strategic strength. The league's diverse landscape attracts fans from every corner of the globe, making the NBA a cultural melting pot and an example of how embracing diversity leads to innovation, collaboration, and success. In recent years we have welcomed many more key female appointments in the NBA. However, as of now, there are no female head coaches in the NBA. The league has made significant strides in promoting diversity and inclusion, including hiring women into various roles, but a female head coach has not yet been appointed.

However, there have been several women making significant contributions to the NBA in other roles, such as:

- **Becky Hammon:** Formerly an assistant coach with the San Antonio Spurs, Hammon was the first woman to be a head coach in an NBA game when she filled in for Gregg Popovich. She is widely regarded as a potential future head coach in the league. Currently she is the head coach of the Las Vegas Aces of the Women's National Basketball Association (WNBA)
- **Kristi Toliver:** Assistant coach for the Phoenix Mercury (WNBA), formerly of the Washington Wizards, who has made a significant impact with her experience as a former WNBA player and coach.

There have been no female General Managers. 1976-1983: Nancy Leonard served as a part of the Pacers' organization during this period. While she was involved in various roles such as community relations and scouting, her most notable work included her role as a scout, which was significant in building and supporting the team during those years, but her official title was not General Manager. The NBA has been striving for more diversity and inclusion across all departments, including performance, and many teams have professionals from various ethnic backgrounds contributing to their success. The NBA has become one of the most internationally recognized sports leagues, with a robust global reach driven by its commitment to internalization.

Here's how the league has expanded its influence worldwide:

1. **Global Player Representation:** The NBA boasts players from over 40 countries, making it a melting pot of global talent. Stars like Dirk Nowitzki (Germany), Giannis Antetokounmpo (Greece), and Yao Ming (China) have drawn massive international fan bases.
2. **International Games and Events:** The league frequently hosts preseason and regular-season games outside the United States, including in Europe, Asia, and Latin America. Events like Basketball Without Borders further foster global engagement.
3. **Broadcasting and Digital Expansion:** NBA games are broadcast in over 200 countries and territories in more than 50 languages. The league's digital platforms, including NBA League Pass and social media, allow fans worldwide to stay connected.
4. **Merchandising and Sponsorships:** NBA merchandise, such as jerseys and apparel, is sold globally. Partnerships with international brands and sponsors help expand its reach in diverse markets.
5. **Youth Development and Grassroots Initiatives:** Programs like the Jr. NBA and academies in countries like India and China focus on developing young talent and fostering a love for basketball in emerging markets.
6. **Cultural Integration:** By embracing diverse cultures and tailoring content to regional preferences, the NBA maintains strong relationships with global audiences.

The NBA's efforts in globalization have not only grown the game of basketball but also fostered cultural exchange, making it a unifying force in sports worldwide.

• Internationalisation of the NBA

Global Reach:

- 125 international players on the opening-night rosters. This was a new all-time high for the league, with the previous record having come during the 2022/23. Source: <https://www.statista.com/statistics/1483717/nba-international-player/>
- 2024 Draft saw the most amount of non US players drafted (21) since 2016 all-time high of 28.

Draft Year	Total non-US Drafted Players
DRAFT 2024	21
DRAFT 2023	14
DRAFT 2022	20
DRAFT 2021	19
DRAFT 2020	13
DRAFT 2019	16
DRAFT 2018	15
DRAFT 2017	13
DRAFT 2016	28
DRAFT 2015	17
DRAFT 2014	20
DRAFT 2013	20
DRAFT 2012	16
DRAFT 2011	16
DRAFT 2010	14
DRAFT 2009	16

Source: https://en.wikipedia.org/wiki/List_of_foreign_NBA_draft_players

International Players:

- Teams with the highest number of Intl. Players.

Team	N°	Team	N°
Dallas Mavericks	8	Philadelphia 76ers	4
Oklahoma City Thunder	8	Washington Wizards	4
San Antonio Spurs	7	Charlotte Hornets	3
Toronto Raptors	7	Chicago Bulls	3
Boston Celtics	6	Denver Nuggets	3
Phoenix Suns	6	Detroit Pistons	3
Atlanta Hawks	5	Memphis Grizzlies	3
Golden State Warriors	5	Milwaukee Bucks	3
Indiana Pacers	5	Minnesota Timberwolves	3
Orlando Magic	5	New York Knicks	3
Portland Trail Blazers	5	Cleveland Cavaliers	2
Sacramento Kings	5	Los Angeles Lakers	2
Utah Jazz	5	New Orleans Pelicans	2
Houston Rockets	4	Brooklyn Nets	1
LA Clippers	4	Miami Heat	1

Source: <https://pr.nba.com/2023-24-nba-international-players/>

• Non-US Performance and Medical staff appointments

Building on the trend in recruiting international players, franchises are recruiting back room medical and performance staff from an international talent pool.

International candidates from Australia and the UK tend to have either Soccer and/ or Australian Football League (AFL) experience. Ideally, candidates also have basketball experience or experience of working in the US especially considering VISA processes.

Soccer and AFL have well-developed medical and performance support structures. The skill sets acquired within these organisations are attractive to US NBA Franchises who wish to maximise player performance and on-court availability.

The table below shows the current (some previously held*) international Performance and Medical staff working within the NBA.

Year joined	Franchise Joined	Current Franchise	Country	Name	Position
1992	Atlanta Hawks	New York Knicks		Roger Hinds	Head Athletic Trainer
2014	San Antonio Spurs	Boston Celtics		Phil Coles	Executive Director of Performance
2015	Boston Celtics	Dallas Mavericks		Johann Bilsborough	Head of Medical, Performance & Innovation
2017	Boston Celtics	Boston Celtics		Steve Mount	Director of Rehabilitation
2016	Brooklyn Nets	Brooklyn Nets		Dan Meehan	Director of Sports Science
2016	Brooklyn Nets	now with MAC Performance		Aisling Toolan	Director of Physical Therapy
2018	Brooklyn Nets	Brooklyn Nets		Stefania Rizzo	Director of Performance Rehabilitation
2019	Brooklyn Nets	Brooklyn Nets		Michael Davison	Performance Planning and Support
2024	Brooklyn Nets	Brooklyn Nets		Ben Williams	Director of Performance
2000	Chicago Bulls	Chicago Bulls		Eric Waters	Director of Health and Performance
2017	Denver Nuggets	Denver Nuggets		Felipe Eichenberger	Head Strength & Conditioning Coach
2016	L.A. Clippers	Washington Wizards		Mark Simpson	Special Projects Lead
2000	L.A. Lakers	Toronto Raptors		Alex McKechnie	VP of Player Health and Performance
2015	Milwaukee Bucks	Milwaukee Bucks		Suki Hobson	Head of Strength and Conditioning
2015	Milwaukee Bucks	Milwaukee Bucks		Dr. Troy Flanagan	VP of Performance

2015	Milwaukee Bucks	Milwaukee Bucks		Michael Davie	Senior Strength & Conditioning Coach
2017	Milwaukee Bucks	New York Knicks		Andrew Small	Director of Rehabilitation
2009	New York Knicks	New York Knicks		Andy Barr	Movement, Biomechanics & Physical Therapist Consultant
2016	Oklahoma City Thunder	Oklahoma City Thunder		Blake Mclean	Director of Performance Research & Development
2020	Orlando Magic	Orlando Magic		Andy Burke	Performance Therapist
2016	Philadelphia 76ers	Now Gotham FC		Scott Epsley	Medical Director
2017	Philadelphia 76ers	Washington Wizards		Dr. Daniel Medina Leal	Chief of Athlete Care & Performance
2020	Philadelphia 76ers	Philadelphia 76ers		Simon Rice	Vice President Athlete Care
2014	San Antonio Spurs	San Antonio Spurs		Marilyn Adams	Director of Performance Therapy
2014	San Antonio Spurs	San Antonio Spurs		Kelly Forbes	Athletic Development Coach
2014	San Antonio Spurs	San Antonio Spurs		Xavi Schelling	Director of Sports Science and Athletic Development
2011	Toronto Raptors	Toronto Raptors		Jon Lee	Head Strength and Conditioning Coach
2017	Toronto Raptors	Toronto Raptors		Giovanni Sardella	Assistant Athletic Trainer / Sports Science
2017	Toronto Raptors	Toronto Raptors		Amanda Joaquim	Physiotherapist
2017	Toronto Raptors	Toronto Raptors		Zahra Bruce	Massage Therapist
2022	Toronto Raptors	Toronto Raptors		Nikki Garcia	Physical Therapist

Source: *The Nxt Level Group*

Please excuse any typos or slight inaccuracies at time of publication

• General Manager (GM)

Areas of responsibility

- Responsible for overseeing all the business and financial operations of the team.
- Significant roles in player personnel decisions, including drafting, handling free agents and contracts.
- Managing day-to-day operations and long- and short-term strategic planning.
- Deal with complex financial and salary cap management issues.
- Important role in public relations, the public face of the team.

Salary Ranges

- Wide-ranging due to the uniqueness of the Team Ownership structures
- The typical NBA GM earns between \$1 million and \$9 million a year, according to SB Nation.
- GMs typically make less than coaches.
- Phil Jackson made \$11 million in his final season in L.A. it has been reported.

General NBA front office roles

- Roles start with sub-six figure salaries for the entry-level executives, rising to around the \$150,000-\$200,000 mark for anyone working as a 'Director' or 'Assistant General Manager'.
- Salaries peak between half a million to several million for GMs.
- This is merely a rough template for a front office's structure, however, as much deviation exists between franchises.

GMs play a pivotal role in team success, with salaries reflecting their responsibilities. On average, GMs earn about \$2.5 million annually, though top earners can make up to \$10 million. Beyond base salaries, many GMs benefit from endorsement deals, equity stakes in teams, and perks like private jet access. Their compensation often includes health benefits, retirement plans, and travel allowances.

Experience significantly influences earnings; GMs with expertise in player development and scouting may command higher salaries. The average tenure for an NBA GM is approximately six years, underscoring the competitive nature of these roles.

Look here for additional info <https://wifitalents.com/statistic/nba-general-manager-salary/>

- General Managers by Franchise

Team	General Manager	Division	Conference	Date of Hire
Atlanta Hawks	Landry Fields	Southeast	Eastern	2022
Boston Celtics	Brad Stevens	Atlantic	Eastern	2021
Brooklyn Nets	Sean Marks	Atlantic	Eastern	2016
Charlotte Hornets	Jeff Peterson	Southeast	Eastern	2024
Chicago Bulls	Marc Eversley	Central	Eastern	2020
Cleveland Cavaliers	Mike Gansey	Central	Eastern	2022
Dallas Mavericks	Nico Harrison	Southwest	Western	2021
Denver Nuggets	Calvin Booth	Northwest	Western	2020
Detroit Pistons	Dennis Lindsey	Central	Eastern	2024
Golden State Warriors	Mike Dunleavy Jr.	Pacific	Western	2023
Houston Rockets	Rafael Stone	Southwest	Western	2020
Indiana Pacers	Chad Buchanan	Central	Eastern	2017
Los Angeles Clippers	Trent Redden	Pacific	Western	2023
Los Angeles Lakers	Rob Pelinka	Pacific	Western	2017
Memphis Grizzlies	Zach Kleiman	Southwest	Western	2019
Miami Heat	Andy Elisburg	Southeast	Eastern	2013
Milwaukee Bucks	Jon Horst	Central	Eastern	2017
Minnesota Timberwolves	Matt Lloyd	Northwest	Western	2024
New Orleans Pelicans	Bryson Graham	Southwest	Western	2024
New York Knicks	Gersson Rosas	Atlantic	Eastern	2023
Oklahoma City Thunder	Sam Presti	Northwest	Western	2007
Orlando Magic	Anthony Parker	Southeast	Eastern	2023
Philadelphia 76ers	Elton Brand	Atlantic	Eastern	2018
Phoenix Suns	James Jones	Pacific	Western	2018
Portland Trail Blazers	Joe Cronin	Northwest	Western	2021
Sacramento Kings	Monte McNair	Pacific	Western	2020
San Antonio Spurs	Brian Wright	Southwest	Western	2019
Toronto Raptors	Bobby Webster	Atlantic	Eastern	2017
Utah Jazz	Justin Zanik	Northwest	Western	2019
Washington Wizards	Will Dawkins	Southeast	Eastern	2023

• Head Coach

Areas of responsibility

- Plans and directs training and recommends acquisition or trade of players for professional athletic team: Directs conditioning of players to achieve maximum athletic performance.
- Coaches or directs the Coaches to instruct players in techniques of game.
- Assesses player's skills and assigns team positions.
- Participates in discussions with other clubs to sell or trade players.
- Evaluates own and opposition team capabilities to determine game strategy.
- May participate on team managed and be designated Coach-Player or Player-Manager.

Head Coach Average Salary

- Coaches' salaries in the NBA are based on a variety of factors, including the team's individual budget and market, as well as the coaches' experience and reputation.
- The NBA does not disclose coaching salaries for either head or assistant coaches.

NBA coaches are integral to team success, blending strategy, leadership, and player development. The league features a mix of seasoned veterans and emerging talents, with diverse backgrounds and coaching philosophies. Many coaches have experience as former players, bringing firsthand knowledge of the game, while others rise through the ranks as assistants or from college basketball programs.

NBA head coaches typically earn between \$3 million and \$8 million annually, with top-tier coaches like Gregg Popovich and Steve Kerr commanding even higher salaries. Their responsibilities extend beyond game-day tactics, including team culture, player relationships, and media engagement.

Diversity is gradually improving in coaching ranks, with increasing opportunities for minorities and women in coaching and development roles. While the average tenure for head coaches is relatively short due to the pressure to perform, successful coaches often enjoy long and storied careers, becoming influential figures in the basketball world.

- NBA Head Coach Contracts

Team	Head Coach	Division	Conference	Start date[a]	Approx. Salary from reports
Atlanta Hawks	Quin Snyder	Southeast	Eastern	February 26, 2023	\$8,000,000
Boston Celtics	Joe Mazzulla	Atlantic	Eastern	February 16, 2023	\$4,700,000
Brooklyn Nets	Jordi Fernández	Atlantic	Eastern	April 22, 2024	unknown
Charlotte Hornets	Charles Lee	Southeast	Eastern	May 9, 2024	unknown
Chicago Bulls	Billy Donovan	Central	Eastern	September 22, 2020	\$6,000,000
Cleveland Cavaliers	Kenny Atkinson	Central	Eastern	June 28, 2024	\$10,000,000
Dallas Mavericks	Jason Kidd	Southwest	Western	June 28, 2021	\$8,000,000
Denver Nuggets	Michael Malone	Northwest	Western	June 15, 2015	\$8,000,000
Detroit Pistons	J. B. Bickerstaff	Central	Eastern	July 3, 2024	\$6,000,000
Golden State Warriors	Steve Kerr	Pacific	Western	May 19, 2014	\$17,500,000
Houston Rockets	Ime Udoka	Southwest	Western	April 25, 2023	\$7,130,000
Indiana Pacers	Rick Carlisle	Central	Eastern	June 24, 2021	\$7,250,000
Los Angeles Clippers	Tyrone Lue	Pacific	Western	October 20, 2020	\$14,000,000
Los Angeles Lakers	JJ Redick	Pacific	Western	June 24, 2024	\$8,000,000
Memphis Grizzlies	Taylor Jenkins	Southwest	Western	June 11, 2019	\$5,000,000
Miami Heat	Erik Spoelstra	Southeast	Eastern	April 28, 2008	\$15,000,000
Milwaukee Bucks	Doc Rivers	Central	Eastern	January 26, 2024	\$10,000,000
Minnesota Timberwolves	Chris Finch	Northwest	Western	February 22, 2021	\$5,000,000
New Orleans Pelicans	Willie Green	Southwest	Western	July 22, 2021	\$6,000,000
New York Knicks	Tom Thibodeau	Atlantic	Eastern	July 30, 2020	\$8,000,000
Oklahoma City Thunder	Mark Daigneault	Northwest	Western	November 11, 2020	\$4,000,000
Orlando Magic	Jamahl Mosley	Southeast	Eastern	July 11, 2021	\$7,000,000
Philadelphia 76ers	Nick Nurse	Atlantic	Eastern	June 1, 2023	\$9,000,000
Phoenix Suns	Mike Budenholzer	Pacific	Western	May 11, 2024	\$10,000,000
Portland Trail Blazers	Chauncey Billups	Northwest	Western	June 27, 2021	\$4,000,000
Sacramento Kings	Mike Brown	Pacific	Western	May 9, 2022	\$8,500,000
San Antonio Spurs	Gregg Popovich	Southwest	Western	December 10, 1996	\$16,000,000
Toronto Raptors	Darko Rajaković	Atlantic	Eastern	June 13, 2023	\$3,000,000
Utah Jazz	Will Hardy	Northwest	Western	June 29, 2022	\$1,500,000
Washington Wizards	Brian Keefe	Southeast	Eastern	May 29, 2024	unknown

Sports Medicine & Performance Benchmarking

• Performance Director

Areas of responsibility

- Management of the delivery of sports science services, which includes the following sub-discipline areas:
 - Physiology (Strength & Conditioning, Athletic Training, Rehabilitation)
 - Biomechanics
 - Technology
 - Nutrition
 - Performance psychology
- Coordinate, supervise and have responsibility for all members of an inter-disciplinary team in the delivery of athlete care.
- Support the goals and objectives of the team and assist the overall development of Performance, Sports Science and Sports Medicine services for the NBA franchise.
- Provide proactive and reactive care including diagnostic evaluations and developing treatment and performance improvement plans.
- Must be able to establish and lead an elite performance culture amongst coaches, athletes and support staff that facilitates performance excellence, prevents injury, holds players and staff accountable and pushes the boundaries of innovation.
- Usually reports to the Coach or General Manager

Performance Director Average Salary

- The official title of Performance Director hit the NBA in 2013 and is now an established position amongst most franchises. Similar positions in Australian Football League command salaries between \$250,000 - \$1.5 million.
- Salaries are based on a variety of factors, including the team's individual budget and market, as well as the Performance Directors experience and reputation.

Performance Director Background

- A typical performance director has had substantial pro team experience and success.
- Their background is usually in Strength and Conditioning, Physical Therapy or Sports Science.
- A Good Performance Director will be multi-skilled and educated to a high standard, usually PhD level.
- Due to the smaller support team structures, a Performance Director in the NBA is likely to hold a hands-on role rather than a pure managerial one.

• Athletic Trainers

Areas of responsibility

- Conduct an initial assessment of an athlete's injury or illness to provide emergency or continued care, and to determine whether they should be referred to physicians for definitive diagnosis and treatment.
- Care for athletic injuries using physical therapy equipment, techniques, and medication.
- Evaluate athletes' readiness to play and provide participation clearances when necessary and warranted.
- Apply protective or injury preventive devices such as tape, bandages, or braces to body parts such as ankles, fingers or wrists.
- Assess and report the progress of recovering athletes to coaches and physicians.
- Collaborate with physicians to develop and implement comprehensive rehabilitation programs for athletic injuries.

Athletic Trainers Average Salary

- Individual salaries are determined by the years of experience, training, and skill, putting individual salaries on a range between \$75,000 and \$500,000.

Athletic Trainer Background

- The Athletic Trainer qualification is unique to the US and as such it is rare for non-US nationals to take this role.
- Requires a bachelor's/ master's degree from an accredited program and requires certification in the field.
- In recent years, Athletic Trainers are also become qualified Physical Therapists adding to their skill set and employability.

• Strength & Conditioning

Areas of responsibility

- Develop and implement the team physical testing and monitoring protocols.
- Improve all players' physical strength, conditioning, and overall durability through programs based directly on the teams' testing protocols and game style requirements.
- Conduct team and Individual strength and conditioning session scheduling / periodization, and preparation of players for training and games with on-court warmups.
- Develop and implement injury prevention programs and corrective exercise programs in consultation with the Medical and Coaching Teams.
- Collect relevant data relating to player's physical condition.
- Other administrative tasks consistent with policies and procedures of the NBA as well as other duties assigned.

Strength & Conditioning Average Salary

- The average salary of an NBA Head Strength and Conditioning Coach is upwards of \$165,000 per year. Individual salaries are determined by the years of experience, training, and skill. Salaries above this figure are normally reserved for Performance Directors or individuals who take on additional responsibilities.
- In Australia, senior strength coaches have been remunerated to approx. \$500,000 per annum.
- Top Collegiate programs regard Strength Coaches well and typically are the highest paid support staff member in the program (excluding the Coach). Salaries at top colleges can be between \$65,000 - \$230,000. The price deviation allows for salary variation between colleges. Some college programs have assistant S&C Coaches and paid/ unpaid interns.

Strength & Conditioning Background

- National Strength & Conditioning Association is one of the most prominent entry-level requirements to becoming a Certified Strength & Conditioning Specialist required to work in this field.
- S&C coaches are often also certified by the National Academy of Sports Medicine as Performance Enhancement Specialists and/or Corrective Exercise Specialists.
- It is desirable to have a degree or qualification in kinesiology.
- In the last decade, S&C coaches are also become qualified Physical Therapists adding to their skill set and employability.

• Physical Therapist

Areas of responsibility

- Assist with the design and implementation of injury rehabilitation programs.
- Identifying physiological mechanisms undermining physical activity and delivering corrective measures.
- Design, implement and monitor rehabilitation programs appropriate to the injury, and manage the Return to Play of the player.
- Coordinate referrals to other members of the performance team and liaising with other health professionals.
- Identifying physiological mechanisms undermining physical activity and delivering corrective measures.
- Implementing individual injury prevention programs.
- Treat injuries, alleviate pain, mobilize injuries, strapping, taping, providing massage and manual therapy techniques.
- Provide professional guidance and counsel to players.
- Liaise with football management, head of department and other staff members in order to optimise player performance.
- Position usually reports Head of Medical Services, Performance Director or Coach.
- Provide regular and timely updates to Coaching and Front Office staff.

Physical Therapist Average Salary

- The average salary of an NBA Physical Therapist is upwards of \$150,000 per year. Individual salaries are determined by the years of experience, training, and skill. Salaries above this figure are normally reserved for Performance Directors or individuals who take on additional responsibilities.
- The Bureau of Labor Statistics does not compile information specifically for NBA Physical Therapists.

Physical Therapist Background

- Graduation from a degree program that is accredited by the American Physical Therapy Association (APTA) and passage of the National Physical Therapy Examination (NPTE).
- Experience of working with professional athletes within team sports.

*This remains a role where no association is formed for to represent in terms of governance, policy or representation. Hopefully this changes in 2025 to have all PT's a part of a representative association of physical therapists/physiotherapists.

• **Massage Therapist**

Areas of responsibility

- Work in conjunction with the Medical Team under direction from the Team Physician.
- The Masseur often travels with the team or masseurs are hired in when required to provide:
 - Pre-event massage
 - Post-event massage
 - Injury prevention & Maintenance
 - Assist tissue healing following sports injuries
- Massage Therapists need to have a good professional relationship with the players. They have close regular contact and can identify early warning indications of player fatigue or the early onset of injury.
- Utilise their manual therapy techniques to treat soft tissue problems.
- Position usually reports to the Head of Medical Services or the Physical Therapist.
- Massage is commonly used to treat muscle tension and general aches and pains that typically arise from stress, injury, pain, poor posture or movement dysfunction.

Massage Therapist Average Salary

- The average salary of an NBA Massage Therapist is \$45,000 - £100,000 per year. Individual salaries are determined by the years of experience, training, and skill.
- Good freelance massage therapists can charge between \$60-\$100 hourly or up to \$800 a day which puts them in a good salary bracket.
- The Bureau of Labor Statistics does not compile information specifically for NBA Massage Therapists.

Massage Therapist Background

- Massage Therapists or Masseurs are typically employed from outside the organisation and works on an ad hoc basis. Some organisations including the Indiana Pacers, Dallas Mavericks, Denver Nuggets, Utah Jazz and the L.A. Lakers have listed their Masseur as a full-time member of staff in the past.
- To become a massage therapist, you need at least a high school diploma and up to 500 hours of postsecondary classroom instruction and training,

• Sports Scientist

Areas of responsibility

- Collection of various indices & sports science data.
- Overall responsibility for the analysis and presentation of all sports science data.
- Physiological assessment of players.
- Planning of strategies to pass on to the Fitness Coach and Strength & Rehabilitation Coach.
- Supervision of post training and standalone recovery sessions.
- Liaison with Fitness & Conditioning staff and the Head of Department.

Sports Scientist Average Salary

- The average salary of an NBA Sports Scientist is approx. \$135,000 per year according to reports. Individual salaries are determined by the years of experience, training, and skill, putting individual salaries on a range between \$95,000 and \$210,000. Salaries above this figure are normally reserved for Performance Directors or individuals who take on additional responsibilities.

Sports Scientist Background

- The full-time sports scientist role is relatively new to the NBA (last 6-8 years). Most European Soccer and Australian Football League clubs will have more than one sport scientist with responsibilities including data monitoring, management responsibility of sports science students (MSc or Undergraduate), physiological assessments, match analysis and opposition analysis.
- The Sports Scientist should be educated up to Masters or PhD level and have experience with working in a professional sports team environment.

• Team Physician

Areas of responsibility

- Overall responsibility for all medical treatments required by players.
- Work alongside physiotherapists & provide medical expertise in the management of all injuries.
- Be involved in the design & implementation of all injury rehabilitation programs.
- Responsibility for the safety & welfare of injured playing staff (long & short term).
- Most NBA franchises partner with a medical clinic to provide a range of specialists.
- Co-ordinate the role of external health consultants utilised by the club or players.
- Organise and attend to pre-signing medical protocols as required.
- Position usually reports to the General Manager or Coach.

Team Physician Average Salary

- Several factors determine the salary a physician can earn including location, experience and the type of professional sports team they will be working with, with the median being north of \$200,000.
- Team physicians may be employed full time by the team or may work as an independent contractor depending on the needs of the team. In addition to the salary earned through the sports team, many physicians also maintain a private practice.
- Many professional sports teams in the UK and Australia have an on-site full-time Doctor/ Sports Med Physician, and some hold a dual role as the Head of Sports Medicine. The salary for such a role varies between \$220,000 - \$900,000.

Team Physician Background

- The primary responsibility of the team physician is to provide optimal medical care for athletes,
- MD or DO in good standing, with an unrestricted license to practice medicine in the US and state, this typically excludes candidates from overseas.
- Possesses a fundamental knowledge of on-field medical emergency care (e.g., concussion, cardiac emergencies, spinal injuries and heat-related illnesses)
- Trained in basic cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED).
- Has a good knowledge of musculoskeletal injuries, medical conditions and psychological issues affecting the athlete.
- Had prior experience of working with professional athletes in a team environment.

The NXT Level Group

Company Overview

Our passionate expertise in recruitment has driven success for top sports organisations worldwide, covering leagues such as the NFL, NBA, Premier League Football and the NHL.

Our consultancy goes beyond headhunting and talent identification. We provide tailored learning and development programmes and strategic consultancy to empower your team to flourish in any environment.

Our Services

- **Talent Recruitment.** We possess a unique blend in unearthing exceptional individuals to fulfil crucial leadership roles in performance and medical roles in professional sport.
- **Learning & Development.** We go beyond headhunting and talent identification. We provide tailored learning and development programmes that empower your team to flourish in any environment.
- **Strategic Consultancy.** Our expert consultants offer invaluable guidance and solutions to optimise your organisation's performance, drive innovation, and stay ahead of the competition.

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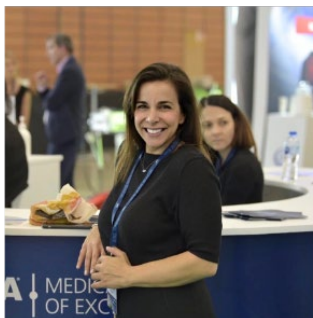
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