



• EXTERNAL

Performance & Clinical Internship Program

Vital Performance Care | MKin 100-hour Practicum | Performance & Clinical Placement

LEARN WHAT SCHOOL CAN'T TEACH YOU

At Vital Performance Care, we believe the most important lessons in health, performance, and business happen in real environments — with real athletes, real patients, and real operational challenges.

Universities and professional programs teach the science and theory incredibly well. What they often cannot provide is exposure to the intangibles of practice:

- How multidisciplinary teams actually collaborate
- How businesses in healthcare operate
- How relationships with athletes and clients are built
- How culture shapes outcomes
- How clinical decisions meet real-world logistics
- How performance and healthcare ecosystems are built
-

The Vital Internship Program was created to bridge that gap. This program allows students and emerging professionals to immerse themselves inside a high-performance clinic and training environment, learning alongside our practitioners, coaches, and leadership team.

Participants will gain exposure to clinical care, strength and conditioning, operations, marketing, and business development — the pieces that collectively create the Vital ecosystem.

PROGRAM OVERVIEW

Duration

- 90 – 120 days per intake
- MKin contract: 100 hours over one semester (~8 hrs/week)

Schedule Options

- Monday – Friday (Saturday/Sunday also available where applicable)
- 4 – 8 hours per day — duration determined case by case at intake
- Structure mutually agreed upon prior to program start

Location

- Vital Performance Care – Eau Claire Athletic Club, Calgary, AB

Intake Cycles (3 per year — rolling application)

- **Intake 1:** Applications due April 15 | Start date May 1
- **Intake 2:** Applications due August 1 | Start date September 1
- **Intake 3:** Applications due December 1 | Start date January 1

Cohort Structure

- 1 therapist-track intern paired with 1 trainer-track intern per cohort where possible
- ~30 combined intern hours/week across the clinic and training space
- Structure is fixed — we fit great candidates into our program, not the other way around

WHO THIS PROGRAM IS FOR

We welcome individuals who are curious about the intersection of healthcare, performance, and business.

Examples include:

- Kinesiology / Exercise Science students
- Health science students
- Business students interested in healthcare entrepreneurship
- Personal training students
- Manual therapy students (chiro, physio, massage, osteopathy, TCM/acupuncture)
- Other healthcare student candidates post-undergrad interested in multidisciplinary practice (medicine, dentistry, occupational therapy, etc.)
- Individuals interested in sports performance environments

Above all, we look for curiosity, humility, and initiative.

WHAT INTERNS WILL EXPERIENCE

This program is not passive shadowing. Interns rotate through multiple aspects of the Vital ecosystem to understand how a performance clinic truly operates.

1 — Clinical Shadowing

Interns will observe how our practitioners approach:

- Patient assessments
- Injury management and rehabilitation strategies
- Athlete communication
- Interdisciplinary collaboration

Interns gain exposure to chiropractors, physiotherapists, massage therapists, and other practitioners working in a collaborative care model.

2 — Performance Training Environment

Interns spend time observing and supporting our coaching team. They will learn:

- Client assessment processes
- Program design principles and periodization
- Performance testing concepts
- Return-to-play integration
- Strength and conditioning for different populations

3 — Front of House & Client Experience

Client experience and hospitality is foundational to Vital's culture. Interns assist with:

- Client check-ins and welcoming
- Jane App — scheduling, charting basics, client management ("Jane stars")
- Helping maintain the environment of the clinic and training space
- Supporting the day-to-day flow of the facility

This helps interns understand the importance of service, communication, and environment in healthcare and performance. Interns may complete personal work at the desk between duties — with the understanding that client service always takes priority.

4 — Operations & Business Exposure

Interns learn from Vital's leadership team:

- **Hayes Sendall (Operations & Systems):** Business operations, contracts, and systems
 - Financial structures and performance metrics
- **Amy MacKinnon & Carla Robbins (Clinic + Training Management):** Space logistics, inventory, and vendor relationships
 - Contractor coordination and organizational systems

5 — Marketing & Programming

Interns work with Carla Robbins to understand how performance programs and communication strategies are built. Topics may include:

- Program design concepts and athlete development pathways
- Social media strategy and digital presence
- Storytelling in sport and health performance

6 — Leadership & Business Development

Interns spend time with Dr. Amy MacKinnon learning about the broader vision of healthcare and performance entrepreneurship. Topics may include:

- Building multidisciplinary clinics and training spaces
- Partnership development and community relationships
- Leadership within healthcare and performance
- The philosophy behind Vital

7 — In-House Projects

Interns may work on projects such as:

- Research summaries for clinicians or coaches
- Athlete/client education resources
- Program development support
- Clinic/training operations improvements
- Content ideas or marketing support

Projects will depend on each intern's skills, track, and interests.

Each intern completes a minimum of 2 projects and a Final Capstone (Case Study or Program) by the end of their placement.

WHAT INTERNS WILL GAIN

Participants leave with a deeper understanding of:

- Multidisciplinary healthcare and performance environments
- Client-centred care in a high-performance context
- Strength and conditioning integration with clinical practice
- Facility operations and business systems
- Leadership and culture in healthcare and performance

Most importantly, interns gain exposure to how theory translates into practice.

EXPECTATIONS

Interns are expected to bring:

- Professionalism
- Curiosity
- Initiative
- Respect for client privacy and Vital's policies

- A willingness to contribute to the team environment — no role is too small

This program is designed to be interactive and immersive.

PROGRESSION MILESTONES

The internship follows a staged progression — interns take on increasing responsibility as the placement advances. Structure and goals are agreed upon at the start of the program.

PHASE / TIMELINE	MILESTONES & EXPECTATIONS
Weeks 1–4 Orientation & Shadowing	Learn the space, team, and client flow. Front desk orientation and Jane App training. Shadow all disciplines. Attend first group workshop. Mutually agree on individual structure, hour breakdown, and goals. No independent client contact yet.
Weeks 4–8 Active Participation	Begin simple programming tasks or clinical documentation support. Start correcting form in group settings (trainer-track). Physio-track: begin mock case presentations. Complete first project milestone.
Weeks 8–12 Independent Tasks & Project Work	Take on independent projects with supervision. Trainer-track: assist coaching in small group sessions. Physio-track: present a full mock case to the team. Contribute to a real Vital initiative (marketing, programming, or operations).
Final Weeks Capstone & Transition	Co-coach or lead a session (discipline-dependent). Present a completed Case Study or Program to the Vital team. Reflect on development. Potential pathway to employment for standout candidates.

HOOR ALLOCATION (FOR FORMAL PLACEMENT REQUIREMENTS)

For students with university-mandated hour requirements (e.g., MKin 100-hour practicum), the following approximate breakdown will be agreed upon at intake:

- Clinical Shadowing & Training Exposure: ~35 hrs
- Front of House & Client Experience: ~20 hrs
- Projects, Operations & Business Dev: ~25 hrs
- Leadership Sessions, Workshops & Teaching: ~20 hrs

Total hours tracked and verified by your Vital supervisor for school submission.

APPLICATION PROCESS

How to Apply

- Submit a resume, short statement of interest, and desired schedule availability
- Selected applicants will participate in a brief interview with Carla Robbins and/or Dr. Amy MacKinnon
- Contact (training-track): carla.robbs@vitalperformancecare.com
- Contact (therapy-track): amy.mackinnon@vitalperformancecare.com
- Rolling applications — refer to intake deadlines above

Culture Interview Questions

Our interview is less about credentials and more about fit, mindset, and growth orientation. Below are the three questions we ask every candidate — and what we're listening for:

Question 1: "What draws you to Vital specifically, and what are you hoping to learn here that you can't get in a classroom or traditional placement?"

What this reveals

- Have they done their homework on Vital (vs. a generic answer)?
- Do they value real-world learning and integration?
- Are they thoughtful about their own growth?

Green flags: Mentions collaboration, environment, culture, multidisciplinary care, real-world exposure.

Red flags: Generic "gain experience," "get my hours," or "build my resume."

Question 2: "Tell us about a time you took initiative in a work, school, or team environment without being asked. What did you do and what happened?"

What this reveals

- Ownership and proactivity
- Comfort stepping into ambiguity
- Work ethic and follow-through

Green flags: Specific examples, clear action taken, honest reflection on the outcome.

Red flags: Vague answers, waiting for direction, passive involvement in the described situation.

Question 3: "At Vital, no role is too small — everything contributes to the experience we create for our clients and athletes. You'll be involved in a wide range of tasks. How do you approach finding value in all of them?"

What this reveals

- Humility and ego-check
- Team-first mindset
- Understanding of how environments are built
- Willingness to engage in all aspects of the role

Green flags: Pride in doing small things well; understands client experience is shaped by everything; values learning through all roles; team-oriented mindset.

Red flags: Only interested in shadowing or "high-level" experiences; minimises smaller tasks; sees non-clinical tasks as something to "get through"; entitlement to only observe.