

## **Physical Therapist (\$2,500 Sign-on bonus)**

**SUMMARY:** The Physical Therapist is responsible for high quality evaluation and treatment of musculoskeletal injuries with the goal of maximizing the patient's level of functioning and independence in daily life skills.

**DUTIES AND RESPONSIBILITIES:** The following reflects management's definition of essential functions for this job but does not restrict the tasks that may be assigned. Management may assign or reassign duties and responsibilities to this job at any time due to reasonable accommodation or other reasons.

- Demonstrates clinical knowledge and skills in physical therapy, follows best practices and departmental policies and protocols
- Performs clinical evaluations and treatments including back, neck, hip, knee, ankle and shoulder.
- Integrates patient education and discharge planning into the treatment process, including goals, expectations, and potential limitations
- Engages patient in respectful, safe, meaningful, age appropriate, functional goal directed therapy activities
- Completes all clinical documentation per practice standards, follows HIPAA and documentation compliance standards
- Effectively communicates and collaborates with treatment team regarding patient status, changes, progress, and recommendations
- Supervises and trains students and Rehab Aides, acts as a resource for colleagues
- Collaboration and oversight of PTA for shared treatment planning
- Collaborates with team regarding clinical coverage needs for the department
- Follows standard precautions for safe handling of patients and exposure to bodily fluids
- Follows departmental policies for documentation, billing, and continuing education
- Demonstrates professionalism and accountability
- Monitors patient schedule and work queues throughout the day for clinical needs.
- Completes other tasks as directed by management.
- Attends staff meetings and continuing education

### **QUALIFICATIONS:**

- Doctorate Degree in Physical Therapy (DPT), state licensure and APTA license required
- Sports Medicine experience or Ortho Clinical Specialist (OCS) preferred
- Minimum of 2 years related experience preferred
- Demonstrated ability to handle high volume of patients and multitask in fast paced environment
- Excellent verbal and written communication skills
- Strong computer skills including EMR and MS Office
- Able to work collaboratively with multiple health professionals in a busy and complex environment using tact, diplomacy, and discipline.
- Ability to work with and maintain confidentiality of patient, patient account, and personal data
- Commitment to excellence, high standards, and continuously improving the quality of care provided to patients
- Strong organizational, problem-solving, and analytical skills
- Versatility, flexibility, and a willingness to work within constantly changing priorities with enthusiasm

### **COMPETENCIES:**

- **Adaptability** - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.

- **Dependability** - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals.; Completes tasks on time or notifies appropriate person with an alternate plan.
- **Innovation** - Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.
- **Oral & Written Communication** - Speaks and writes clearly and informatively; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings; Able to read and interpret written information.
- **Professionalism** - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.
- **Teamwork** - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

**PHYSICAL REQUIREMENTS:** While performing the duties of this job, the employee is frequently required to do the following:

- Position requires full range of body motion including handling and lifting patients, manual dexterity and hand-eye coordination. Involves standing and walking throughout the day. Assisting patients with ambulation. Will be exposed to bodily fluids. Vision and hearing must be within the normal range for telephone, computer use and engaging with patients; patience in working in a busy environment that can be stressful.

**Benefits:**

- 401(k)
- 401(k) matching and Profit Sharing
- Health Insurance
- Dental Insurance
- Life Insurance
- Disability Insurance
- Vision Insurance
- Paid Time Off
- Flexible Spending Account
- Salary commensurate with experience

**Education/Licensure/Certification:**

- Master's (Preferred)
- Physical Therapy License (Preferred)

**Medical specialties:**

- Orthopedics
- Physical & Rehabilitation Medicine
- Sports Medicine

**Schedule:** Monday – Friday, full-time & part-time positions available

**Work Location:** 200 Unicorn Park Drive, Woburn, MA [www.excelortho.com](http://www.excelortho.com)

**COVID-19 considerations:** All patients and employees are required to wear a mask. Additionally, common surfaces are sanitized regularly.