



PHYSICAL THERAPIST
Therapy Department
Reporting to: Director of Therapy Department

This job description is a record of the essential functions of the listed job. The job description provides the employee, Administration, Human Resources, applicants, and your supervisor with a clear understanding of the job, where it fits at WTRC, and the skill and work requirements. The existence of the approved job description is not intended to limit normal change and growth.

Core Values (WTRC is committed to):

- Doing the Right Thing - If it is the right thing to do for patients, employees, and donors, then we DO IT.
- Integrity - Ensure honesty and ethical practices in all actions.
- Team Work - Work as a team with respect for others at all times.
- Quality Care - Work for the best of the patient with respect and compassion. Always.
- Culture - Provide a unique culture focused on getting the job done and having fun.
- Stewardship - Financially responsible in all ways.
- Excellence - Provide excellence in all interactions to all people.

Competencies:

- Good Work Habits - Employee keeps good habits at work, has an organized workspace, and abides by WTRC dress code.
- Attendance - Employee arrives on time, gives notice of time off needed, and does not call-in frequently.
- Quality of Work - Employee produces quality work with little to no errors.
- Volume of Work - Employee is able to take on a full workload.
- Initiative - Employee regularly shows initiative by accepting extra responsibilities, learning new functions, providing ideas for improvement and/or volunteering at events, etc.
- Organization - Employee maintains an organized and clean workspace.
- Compliance with WTRC Policies - Employee abides by WTRC policies.
- Contributes to the WTRC Team - Employee is a good teammate across all departments and locations.
- Meets Deadlines - Employee meets deadlines expected of them.
- Accepts Direction - Employee takes direction well and implements ideas for improvement.
- Leadership Abilities - Employee shows an ability to lead others.
- Customer Service - Employee has excellent customer service both internally and externally.
- Recognition of WTRC Programs/Services - Employee understands the WTRC mission and services offered.
- Computer Efficiency - Employee exhibits computer intelligence and can efficiently navigate all software programs expected of them.
- Communication - Maintains great communication with supervisor, coworkers, patients, donors, etc.

Requirements:

A Physical Therapist must be a graduate of an accredited physical therapy program and possess current Texas State Licensure. Must be willing to assist in carrying out the objectives of WTRC. The Physical Therapist adheres to the professional standards of practice guidelines and code of ethics as set forth by the State Board.

Job Responsibilities:

The Physical Therapist will apply basic techniques of physical therapy, assist with the instruction and supervision of any physical therapy student interns, assist in departmental house-keeping duties, maintenance of records, gathering of information for adequate records, and assume other duties as directed by the Director. Other responsibilities include:

- Administers physical therapy evaluation and treatment procedures.
- Maintain current and accurate documentation.
- Maintain a high level of productivity.
- Supervises and instructs Physical Therapy student interns and other staff as needed.
- Is aware of patient injury/diagnosis and takes note of indications and contraindications.
- Evaluates and administers evidence based physical therapy treatments.
- Application of physical agents, therapeutic exercises and techniques.
- Perceives the existence of problems chooses and implements safe, effective, and timely solutions.
- Seeks appropriate guidance regarding questions concerning specific patient care issues.
- Receives calls from physicians and secures adequate information concerning the patient's treatment and medical history.
- Progression of plan of care with upgrades in skilled services.
- Billing reflects accurate coding of modalities and procedures delivered.
- Documentation is completed in accordance to policy 80-1.
- Maintains good documentation skills as assessed by peer review.
- Maintains a low cancellation rate.
- Advocates for the profession.
- Performs other responsibilities as assigned.

This position requires endurance to perform tasks over long periods of work hours and the ability to perform essential functions without posing a "direct threat" in the work place. Must be able to lift 55 pounds and able to assist in a 2 person transfer from chair to mat and/or floor.

Category of risk to exposure to blood and fluid: 1 2 3