

Effective date: January 1, 2021

Customers served (external and internal): all Patients, any member of the Paradigm Team, all vendors, suppliers and any other members of the public.

Reports To: CAO and or President/Owner

Role Qualifications:

Role Summary: Physical therapists provide services that help restore function, improve mobility, relieve pain, and prevent or limit permanent physical disabilities of patients suffering from injuries or disease. They restore, maintain, and promote overall fitness and health. Their patients include accident victims and individuals with disabling conditions such as low-back pain, arthritis, heart disease, fractures, head injuries, and cerebral palsy.

Therapists examine patients' medical histories and then test and measure the patients' strength, range of motion, balance and coordination, posture, muscle performance, respiration, and motor function. They also determine patients' ability to be independent and reintegrate into the community or workplace after injury or illness. Next, physical therapists develop plans describing a treatment strategy, its purpose, and its anticipated outcome.

Physical therapists should have strong interpersonal skills in order to be able to educate patients about their physical therapy treatments. Physical therapists also should be compassionate and possess a desire to help patients. Similar traits are needed to interact with the patient's family.

Principal Accountabilities: (essential job functions)

- Perform and document an initial exam, evaluating data to identify problems and determine a diagnosis prior to intervention.
- Plan, prepare and carry out individually designed programs of physical treatment to maintain, improve or restore physical functioning, alleviate pain and prevent physical dysfunction in patients.
- Record prognosis, treatment, response, and progress in patient's chart or enter information into computer.
- Identify and document goals, anticipated progress and plans for reevaluation.
- Administer manual exercises, massage or traction to help relieve pain, increase patient strength, or decrease or prevent deformity or crippling.
- Evaluate effects of treatment at various stages and adjust treatments to achieve maximum benefit.
- Test and measure patient's strength, motor development and function, sensory perception, functional capacity, and respiratory and circulatory efficiency and record data.
- Instruct patient and family in treatment procedures to be continued at home.
- Confer with the patient, medical practitioners and appropriate others to plan, implement and assess the intervention program.

Review physician's referral and patient's medical records to help determine diagnosis and physical therapy treatment required.

Essential Skills and Experience:

1. Physical therapists must have completed an accredited physical therapy education program and passed the required licensure exam.
2. Certification to practice in New Mexico as evidenced by current licensure as a physical therapist by

the New Mexico Board of Physical Therapy Examiners.

3. Two years of experience as a PTA, Intern or other related position.
4. Participation in recent continuing education programs related to PT.

Beneficial Skills and Experience:

1. Physical therapists should have strong interpersonal and communication skills, so they can educate patients about their condition and physical therapy treatments and communicate with patients' families. Physical therapists also should be compassionate and possess a desire to help patients.
2. Time Management: Proven ability to manage one's own time and the time of others well.
3. Monitoring: Proven practice of monitoring/assessing performance of oneself, other individuals, or organization to make improvements or take corrective action.
4. Service Orientation: Actively looking for ways to help people.
5. Experience working in high performance teams and a proven strong team player.
6. Commitment to company values.
7. Ability to read, write and speak Spanish.

Physical Challenges:

1. The job can be physically demanding because therapists often have to stoop, kneel, crouch, lift, and stand for long periods. In addition, physical therapists move heavy equipment and lift patients or help them turn, stand, or walk.
2. Regular and consistent use of keyboard and mouse.
3. Ability to climb stairs on occasion.
4. Consistent standing for many hours at one time. Majority of day (60%+) is spent standing or moving.
5. Additional challenges may arise, at which time Paradigm may revise this job description.

Reporting to the position are:

PTA's, Interns

This job description does not represent an inclusive list of all duties encompassed in this position, but rather serves as a tool to assist the employees in this position. The existence of this job description, or any other job description, does not in any way negate "at will" employment status. The President of Paradigm is the only person who may elect to modify or delete this job description at any time upon giving notice to the HR Rep to do so.

I understand the responsibilities associated with this job and I agree to fulfill them to the best of my ability.

Employee Signature

Date

**ONCE SIGNED, PLEASE SEND ORIGINAL TO HR DEPARTMENT
TO BE ADDED TO THE EMPLOYEE'S PERSONNEL FILE.**

FLSA Status: Exempt

Essential Skills and Experience to Qualify For Promotion:

1. Proven success in all areas listed above.
2. Commitment to Paradigm's strategic plan and vision for the future.
3. Recommendation from immediate supervisor or other member of Executive Team.

