



Job Title: Physical Therapist
Department: Rehabilitation and Fitness
Reports to: Chief Operating Officer
FLSA Status: Exempt
Salary Grade: \$87,796.80 - \$131,705.60
Location: Coos Bay

This position is a covered position as defined in the Coquille Indian Tribe Chapter 185 Child Protection Ordinance.

Candidate must pass a pre-employment drug screen and Criminal and Character Background Check.

SUMMARY OF MAJOR FUNCTIONS

Under the direct supervision of the Chief Operating Officer, the Physical Therapist oversees the Ko-Kwel Wellness Center's outpatient rehabilitation service at Shishda Haws.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Provides an individualized program of physical therapy, including assessment, treatment, planning, implementation, education, and effective communication to maximize a patient's progress toward achieving functional goals through a referral from a licensed medical provider.
2. Provides direct patient care within scope of practice.
3. Seeks excellence in practice by utilizing evidence-based or best practice techniques.
4. Is kind and welcoming to all, regardless of gender, ethnicity, race, sexual orientation, socio-economic status, or other factors.
5. Provides counseling to patients and patients' families/caregivers about results of testing and recommended treatment options.
6. Involves patients and families in goal setting and treatment decision making process.
7. Appropriate supervision of Physical Therapy Assistant, with regular and timely communication
8. Continuously monitors patients' functional needs and progress, adjusting plan of care as needed to ensure optimal patient outcomes.
9. Clear, concise, and timely documentation including evaluation, plan of care, daily treatments, progress notes and discharge summaries.
10. Clear and timely documentation of other conversations with or regarding patients (e.g. telephone encounter to document any discussions with patients, providers, vendors, etc.).
11. Demonstrates integrity through compliance with insurance regulations, accountable billing procedures, judicious use of patient's resources, and HIPAA rules.
12. Maintains efficiency through effective use of downtime that occurs through patient no shows and/or cancellations.
13. Complies with Ko-Kwel Wellness Center policies and procedures, Quality Improvement program, safety, environmental and infection control standards.
14. Collaborate with all Ko-Kwel Wellness Center departments to develop a comprehensive and supportive care plan.
15. Deliver clear communication with front office staff and compliance with department procedures for scheduling, cancellations, no-shows, and any other duties primarily associated with the front office.

16. Encourages innovation by enhancing professional growth and development of self and others through participation in educational programs, in-services, and workshops.
17. Participate in Coquille Indian Tribe community health promotion activities and events.
18. Other duties as assigned.

The above statements reflect the general duties considered necessary to describe the principal functions of the job as identified and shall not be considered as a detailed description of all the work requirements that may be inherent in the job.

PHYSICAL REQUIREMENTS

Requires the ability to communicate orally, repetitive movement of the wrists, hands and/or fingers, often requires walking, standing, sitting, raising or lowering objects, climbing or balancing, stooping, kneeling, crouching, or crawling, and occasionally requires lifting up to 25 pounds. Work is generally performed in a medical clinic or office setting. Local travel is required, statewide and national travel is occasionally required. The individual must perform the essential duties and responsibilities with or without reasonable accommodation efficiently and accurately without causing a significant safety threat to self or others.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

Individuals must possess the following knowledge, skills and abilities or be able to explain and demonstrate that they can perform the essential functions of the job, with or without reasonable accommodation, using some other combination of skills and abilities.

1. Excellent oral and written communication skills. Ability to consistently convey a pleasant and helpful attitude by using excellent interpersonal and communication skills to control sometimes stressful and emotional situations.
2. Under valid referral process, carries out an individualized program of physical therapy, including assessment, treatment, planning, implementation, education, and effective communication to maximize a patient's progress toward achieving functional goals
3. Provides direct patient care within scope of practice
4. Seeks excellence in practice by utilizing evidence-based or best practice techniques
5. Is kind and welcoming to all, regardless of gender, ethnicity, race, sexual orientation, socio-economic status, or other factors
6. Provides counseling to patients and patients' families/caregivers about results of testing and recommended treatment options
7. Involves patients and families in goal setting and treatment decision making process
8. Appropriate supervision of Physical Therapy Assistant, with regular and timely communication
9. Appropriate use of Rehabilitation Aides
10. Continuously monitors patients' functional needs and progress, adjusting plan of care as needed to ensure optimal patient outcomes
11. Clear, concise, and timely documentation including evaluation, plan of care, daily treatments, progress notes and discharge summaries
12. Clear and timely documentation of other conversations with or regarding patients (e.g. telephone encounter to document any discussions with patients, providers, vendors, etc.)
13. Demonstrates integrity through compliance with insurance regulations, accountable billing procedures, judicious use of patient's resources, and HIPAA rules
14. Maintains good efficiency through effective use of downtime that occurs through patient no shows and/or cancellations
15. Complies with hospital and departmental policies and procedures, Quality Improvement program, safety, environmental and infection control standards

16. Supportive to ancillary staff
17. This includes clear communication with front office staff and compliance with department procedures for scheduling, cancellations, no-shows, and any other duties primarily associated with the front office
18. Encourages innovation by enhancing professional growth and development of self and others through participation in educational programs, in-services, and workshops
19. Keeps up to date on professional literature
20. Ability to operate an electronic health records system and/or electronic patient management system.
21. Ability to foster an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the Coquille Indian Tribe.
22. Capacity to develop the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.
23. Ability to assess the specific age-related needs of patients.
24. Possess awareness and sensitivity of Indian traditions, customs, and socioeconomic needs and ability to work effectively with diverse cultures.
25. Knowledge of regulations on the confidentiality of medical records and Personal Health Information in alignment with HIPAA standards.
26. Knowledge of medical terminology.
27. Ability to maintain professionalism, confidentiality, and objectivity under constant pressure and crisis situations.
28. Ability to make decisions independently in accordance with established protocol, standing orders, and policy and procedures.
29. Exhibit a level of computer literacy sufficient to use software such as word processing, spreadsheets, and databases to produce correspondence, documents, and reports.
30. Ability to read and understand complex documents and manuals, as well as the ability to write such documents for use by others.

QUALIFICATIONS

1. A MSPT or DPT degree from an accredited university is required.
2. Successful completion of the National Physical Therapy Exam (NPTE) is required.
3. Current Oregon Physical Therapy License is required.
4. Professional work experience in outpatient physical therapy is preferred.
5. Proficient in using computer systems and software, and comfortable working with them on a regular basis.
6. Electronic Health Record experience required.
7. First Aid/CPR certification required or ability to obtain within 90 days of employment.
8. Required to accept the responsibility of a mandatory reporter of abuse and neglect of infants and children, people who are elderly or dependent, individuals with mental illness or development disabilities or residents of nursing homes and other health care facilities. This includes reporting any evidence of physical injury, neglect, sexual or emotional abuse or financial exploitation.