

Winslow Indian Health Care Center

Job Vacancy Announcement #WDH-23-145

Closing Date: Open until filled



POSITION TITLE: Deputy Chief Physical Therapist

DEPARTMENT: Physical Therapy

Position Summary:

Under general supervision of the Chief Physical Therapist, the Deputy Chief Physical Therapist oversees the Dilkon Medical Center (DMC) physical therapy department, program development and management. Assists Chief of Physical Therapy with quality management, compliance requirements, education, and consultation for all health center services. Works with the health center staff and community health workers in delivering optimal health care interventions. Provides leadership and direction for the clinic and Wellness programs located in Dilkon. Upholds the principles of WIHCC's Vision, Mission, and Value Statements. Maintains confidentiality of all privileged information at all times.

This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.

Essential Duties & Responsibilities:

- Maintains regular attendance and punctuality.
- Improves staff effectiveness by motivating, coaching, counseling, training and recommending disciplinary action for employees; planning, delegating, monitoring, appraising job tasks and results in a timely manner, and approving time sheets.
- Oversees the supervision of DMC based personnel, which includes work allocation, schedules, time approval, hiring, training, orientation, and problem resolution; evaluates performance and makes recommendations for personnel actions; motivates employees to achieve peak productivity and performance.
- Develops measurable performance expectations for assigned staff according to department goals and objectives.
- Assists Chief of Physical therapy in establishing and implementing short- and long-range organizational goals, objectives, strategic plans, policies, and operating procedures.
- Manages programs at DMC physical therapy clinic site.
- Provides physical therapy services by direct patient care (60%), consultation and staff education.
- Develops treatment plans and adaptations of equipment as necessary.
- Responsible for meeting the accrediting body standards for the Dilkon PT and Wellness Services.
- Participates and assists in PT and Wellness education programs.
- Participates in clinical research efforts and assists in specialty clinics, as needed.
- Plans and carries out physical therapy for general and surgical patients. Instructs patients regarding physical limitations of the muscle and bones following surgery or impairment.
- Ensures department's compliance with APTA's 'Guide to Physical Therapy Practice'.
- Teaches exercises and movements to be performed by patients to prevent occurrence or re-occurrence of injuries or to lessen impact of injuries.
- Performs and interprets results of tests and measurements of patient's condition, for use in preparing the treatment plan, modifying treatment and evaluating result of treatment.
- Performs special tests to carry out complex procedures, determines kind and degree of muscle reactions to test, and interprets results of tests.
- Records progress of patients in the electronic health record. Assesses continuing patient care and updates protocols/procedures as necessary.
- Provides consultation and evaluation physical therapy services, within their scope of practice, to physicians, other providers, nursing and other professionals at the service unit using tact, professional judgment and ethical conduct.
- Attends medical staff rounds as needed to remain updated on patient problems and recommend appropriate physical therapy intervention.
- Interacts in a positive manner with the other medical staff members, physical therapists, physical therapy assistants, practitioners, patients, nurses and other health center personnel.
- Works closely with existing federal, tribal and private agencies in providing the maximum in physical therapy services by coordinating with community resources.
- Provides advice to the staff about the patient's condition and makes recommendations for further care.

- Contributes to a team effort and accomplishes related results as required.
- Requires completion of tasks or duties assigned by a supervisor.
- Upholds all principles of confidentiality and patient care to the fullest extent.
- Adheres to all professional and ethical behavior standards of the healthcare industry.
- Adheres to WIHCCs Personnel Policies and Procedures, departmental policies, rules, and regulations.
- Interacts in an honest, trustworthy and dependable manner with patients, employees, visitors, and vendors.
- Possesses cultural awareness and sensitivity.
- Maintains compliance with all Human Resources requirements.
- Performs other duties as assigned.

Minimum Qualifications:

Master's Degree or higher in Physical Therapy received in the United States from an accredited physical therapy program. Minimum of three years of clinical experience. Valid license to practice physical therapy from any state if in the commissioned corps, or from Arizona if hired as a corporate employee. Bilingual skills in English and Navajo language preferred. Must maintain a valid unrestricted and insurable driver's license. Must successfully pass a background investigation and maintain suitable requirements for a Child Care position. This position is considered a Child Care position, which requires a satisfactory background check investigation and is subject to the requirements of the Indian Child Protection and Family Violence Prevention Act, as amended (henceforth referred as the ICPFVP Act).

Knowledge, Skills, Ability:

- Knowledge of physical therapy principles, practices, theories and procedures to carry out treatment, exercise and testing a variety of patients having physical disorders.
- Knowledge of patient evaluation and plan of care procedures.
- Knowledge of physical agents such as air, water, electricity, sound, and radiant energy to treat a variety of physical disabilities.
- Knowledge of accreditation and certification requirements and standards.
- Knowledge of anatomy, physiology, and/or kinesiology.
- Knowledge of the administration, indications and contra-indications of various physical agents and physical therapy techniques.
- Knowledge of clinical operations and procedures.
- Knowledge of the operation and maintenance of related therapy facilities and equipment.
- Knowledge of strong work ethics in the workplace.
- Knowledge of basic application of confidentiality.
- Knowledge of basic computer skills, e.g. Outlook, Word, Excel, PowerPoint.
- Skill in devising adaptations of equipment for the specific type of exercise or treatment required for the patient's condition.
- Ability to work with a high degree of independence in judgment, planning and carrying out complex treatment objectives based upon their professional knowledge and experience.
- Ability to run department under National APTA standards of care with written and oral guides available for reference.
- Ability to use judgment in developing guidelines for physical therapy, updating guidelines based on new procedures in the profession, interprets test results, and adapts equipment and treatment to meet patient's needs.
- Ability to demonstrate individual exercises using good mobility and functional strength.
- Ability to be dependable in attendance and job performance.
- Ability to meet attendance, overtime (if necessary), and other reliability requirements of the job.
- Ability to accept and learn from feedback.
- Ability to communicate effectively both verbally and in writing.
- Ability to provide exemplary customer service at all times.
- Ability to interact positively with others and possess great interpersonal skills.
- Ability to multitask and perform well under pressure.
- Ability to have self-confidence.
- Ability to be a great team player.
- Ability to accept and learn from supervisor/peer critique.
- Ability to be flexible and adaptable to the changing needs of the organization.

Physical Demands:

While performing the duties of this job, the employee regularly is required to walk; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; climb or balance; and stoop, kneel, crouch, or crawl. The employee frequently is required to taste or smell. The employee must occasionally lift and/or move up to 100 pounds.

Work Environment:

Work is performed in an office setting or outdoor work environment with a moderate noise level. Work environment may involve exposure to physical risks, such as blood borne pathogens and operating dangerous equipment or working with chemicals. Evening and/or weekend work may be required. Extended hours and irregular shifts may be required.

As required by P.L. 93-638, absolute preference will be given to qualified Navajo applicants. If there is no qualified Navajo applicant, preference will be given to qualified American Indian applicants.