

Winslow Indian Health Care Center

Job Vacancy Announcement #WDH-23-104

Closing Date: Open until filled



POSITION TITLE: Physical Therapist

DEPARTMENT: Physical Therapy

Position Summary:

Under general supervision of the Chief Physical Therapist, works closely with medical staff, ancillary staff, and community health workers in delivering optimal health care interventions. Provides physical therapy services, including direct patient care, consultation and staff education. Uphold 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.
- Assesses, plans and carries out treatment interventions, patient education and discharge plans for a variety of outpatient situations; plans and carries out physical therapy for general and surgical patients.
- Participates/assists in education programs.
- Instructs patients regarding physical limitations of the muscle and bones following surgery or impairment.
- Teaches exercises and movements to be performed by patients to prevent occurrence or re-occurrence of injuries or to lessen impact of injuries.
- Develops treatment plans and adaptations of equipment as necessary.
- 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 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, complying with AAAHC and CMS standards for documentation and coding.
- Assesses continuing patient care needs and updates treatment plans and 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.
- Provides direct supervision to support staff, volunteers, and physical therapy students as indicated.
- Follows the intent of the APTA's "Guide to Physical Therapy Practice" in matters concerning quality and compliance.
- Makes contact to obtain information about patients from the consulting physician, from the field health nurse or from the nursing staff caring for the patient; advises the staff about the patient's condition and makes recommendations for further care.
- Educates the patient, health center staff, and the community in areas of physical therapy.
- 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:

Requires at least a Bachelor's Degree in Physical Therapy from an accredited program with three years of experience. Possess a valid, current, unrestricted license to practice as a physical therapist in Arizona. If candidate is a Commissioned Officer (CO) of the USPHS, must possess a valid, current, unrestricted license to practice as a physical therapist in any state within the United States, District of Columbia, or the Commonwealth of Puerto Rico. 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 as 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 physical agents such as air, water, electricity, sound, and radiant energy to treat a variety of physical disabilities.
- APTA board certification is preferred.
- 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 apply the National APTA standards of care with written and oral guides available for reference.
- Ability to develop 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 address complex range of problems typically found in a busy physical therapy service.
- Ability to work closely with existing federal, tribal and private agencies in providing the maximum in physical therapy services by coordinating with community resources.
- 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. The employee may be required to rotate between WIHCC and Dilkon Medical Center to provide coverage as needed.

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.