Job Title: Physical Therapist **FLSA Classification: Exempt**

POSITION SUMMARY

At Physical Therapy Plus, we believe movement is medicine and that exceptional care begins with genuine human connection. The Staff Physical Therapist is responsible for delivering high-quality, individualized care while contributing to a collaborative, growth-oriented clinic culture.

This role is ideal for a clinician who values clinical excellence, meaningful patient relationships, teamwork, and continuous growth. The Staff PT helps patients move beyond pain and limitations while supporting a clinic environment grounded in integrity, adaptability, intentionality, and impact.

We are seeking clinicians who want more than simply a job. We are building a team committed to helping people move better, live fully, and push beyond perceived limits.

KEY PERFORMANCE INDICATORS

1. 90% Net Promoter Score
2. 92% Arrival
3. 12 Visits Per New Patient
4. 1.17 Visits Per Clinical Hour
5. 3.24 Units Per Visit
6. 5.2 Units Per Clinical Hour

ORGANIZATIONAL VALUES	
Excellence	We are committed to clinical mastery, continual growth, and personalized care that goes beyond expectations. Every interaction is an opportunity to serve with intention, precision, and heart.
Teamwork	We show up for each other. We communicate honestly, support one another fully, and work together toward a shared mission because we know we go farther together.

Adaptability	Healing is not linear, and neither is growth. We stay flexible, open-minded, and solution-oriented while responding thoughtfully to the evolving needs of our patients and team.
Integrity	We lead with honesty, accountability, empathy, and respect. We follow through on our commitments and strive to do the right thing even when it is difficult or unseen.
Intentionality:	We bring focused energy, purpose, and care into how we move, communicate, treat, and lead. We act thoughtfully rather than reactively.
Lightness:	We believe growth happens best in a supportive and uplifting environment. We approach challenges with humility, curiosity, humor and kindness.
Connection:	Connection is at the heart of healing. We take time to truly know our patients by building trust through presence, empathy, and genuine care.

ESSENTIAL RESPONSIBILITIES

This list of tasks is illustrative only and is not a comprehensive listing of all functions and tasks performed by position.

Clinical Care

- Perform thorough evaluations and develop individualized treatment plans
- Deliver evidence-based orthopedic and movement-focused physical therapy care
- Address physical, functional, and psychosocial aspects of recovery
- Progress patients appropriately toward functional and performance goals
- Utilize skilled manual therapy, therapeutic exercise, neuromuscular re-education, and movement analysis as appropriate
- Educate patients in injury prevention, movement optimization, and long-term wellness strategies
- Provide excellent continuity of care through strong communication with patients, families, providers, and team members

Documentation & Compliance

- Complete timely, accurate, and compliant documentation
- Submit charges and billing daily according to clinic standards
- Maintain compliance with payer, Medicare, and clinic guidelines
- Demonstrate effective time management and operational efficiency

Patient Experience

- Create an exceptional patient experience rooted in empathy, professionalism, and connection
- Build trust and strong therapeutic relationships
- Help patients feel empowered, educated, and supported throughout their care
- Contribute to strong patient retention and patient satisfaction outcomes

TEAM RESPONSIBILITIES

- Collaborate effectively with therapists, PTAs, front desk staff, and leadership
- Contribute positively to clinic culture and team morale
- Participate in staff meetings, mentorship, and ongoing professional development
- Support clinic initiatives, systems, and operational standards
- Demonstrate adaptability and willingness to contribute to the needs of the clinic
- Help maintain a clean, professional, and organized clinic environment

SUCCESS EXPECTATIONS

Staff Physical Therapists are expected to contribute toward:

- Exceptional patient outcomes
- High patient satisfaction and retention
- Strong arrival and plan-of-care completion rates
- Efficient and compliant documentation and billing
- Productive and sustainable scheduling practices
- Positive team culture and collaboration
- Ongoing clinical growth and development

POSITION RESPONSIBILITIES- OTHER

OSHA Category I: Duties performed routinely require exposure to blood fluid and tissue.
Additional:

- There is occupational risk of exposure to TB.
- Risk of exposure to injury while transferring/safeguarding the patient exists.
- Risk of electric shock exists in the use of electronic equipment.

QUALIFICATIONS

Required

- Graduation from an accredited school of Physical Therapy
- Current Physical Therapy license in the State of New Mexico (or eligibility)
- Current CPR certification

Preferred

- Orthopedic outpatient experience
- Strong manual therapy and movement analysis skills
- Excellent communication and interpersonal skills
- Growth mindset and willingness to learn
- Ability to function effectively in a fast-paced outpatient environment
- Passion for active populations, movement optimization, and whole-person care

IDEAL CANDIDATE TRAITS

The ideal Staff PT:

- Leads with both competence and compassion
- Values connection as much as clinical skill
- Is adaptable, accountable, and proactive
- Enjoys teamwork and collaboration
- Takes ownership of patient outcomes and clinic contribution
- Wants to continually grow as a clinician and human being
- Believes healing extends beyond symptom reduction

PHYSICAL AND ENVIRONMENTAL REQUIREMENTS

This role requires frequent:

- Standing, walking, bending, kneeling, and reaching
- Assisting and guarding patients during treatment activities
- Lifting and moving equipment and supplies
- Use of therapeutic and electronic equipment

The position may involve:

- Exposure to bloodborne pathogens and bodily fluids
- Risk of musculoskeletal injury during patient assistance
- Potential exposure to infectious diseases including TB

ABOUT PHYSICAL THERAPY PLUS

Physical Therapy Plus is an independent outpatient orthopedic and performance-based practice serving Northern New Mexico. We help active individuals of all ages move with strength, confidence, and purpose through expert physical therapy integrated with deep mind-body awareness.

We are building a team committed to:

- Growth
- Excellence
- Human connection
- Adaptability
- Professional mastery
- Meaningful impact

This is an opportunity to practice in a collaborative, values-driven environment where clinicians are encouraged to grow, contribute, and help shape the future of the practice.

MENTAL & PHYSICAL DEMANDS- ADA GUIDELINES				
Physical Demands				
Stand	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
Walk	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
Sit	☐ Constantly	☒ Frequently	☐ Occasionally	☐ N/A
Handling / Fingering	☐ Constantly	☒ Frequently	☐ Occasionally	☐ N/A
Reach Outward	☐ Constantly	☒ Frequently	☐ Occasionally	☐ N/A
Reach Above Shoulder	☐ Constantly	☒ Frequently	☐ Occasionally	☐ N/A
Climb	☐ Constantly	☐ Frequently	☒ Occasionally	☐ N/A
Crawl	☐ Constantly	☐ Frequently	☒ Occasionally	☐ N/A
Squat or Kneel	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
Bend	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
Lifting Requirements				
10 pounds or less	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
11 to 20 pounds	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
21 to 50 pounds	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
51 to 100 pounds	☐ Constantly	☒ Frequently	☐ Occasionally	☐ N/A
> than 100 pounds	☐ Constantly	☐ Frequently	☒ Occasionally	☐ N/A
Pushing and Pulling Requirements				
12 pounds or less	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
13 to 25 pounds	☒ Constantly	☐ Frequently	☐ Occasionally	☐ N/A
26 to 40 pounds	☐ Constantly	☒ Frequently	☐ Occasionally	☐ N/A
41 to 100 pounds	☐ Constantly	☐ Frequently	☒ Occasionally	☐ N/A
> than 100 pounds	☐ Constantly	☐ Frequently	☒ Occasionally	☐ N/A

Definitions		
N/A	**Not Applicable**	Activity is not applicable to this occupation.
O	**Occasionally**	Occupation requires this activity up to 33% of the time (0 - 2.5+ hrs/day)
F	**Frequently**	Occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)
C	**Constantly**	Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent an expressed or implied contract of employment nor does it alter your at-will employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate.

Print Employee Name Employee Signature Date Signed

Print Manager/Supervisor Name Manager/Supervisor Signature Date Signed