



A DIVISION OF OrthoLoneStar

POLICY AND PROCEDURE MANUAL JOB DESCRIPTION: PHYSICAL THERAPIST

REPORTS TO:	Clinic Manager	FLSA STATUS	Exempt
DATE(INITIAL REVIEW)		APPROVED BY	
DATE (LAST MODIFIED)		APPROVED BY	

Summary:

Seeking a passionate patient-centered Physical Therapist specializing in orthopedics, sports medicine, and manual therapy to help patients regain mobility, relieve pain, and achieve their best quality of life through expert, compassionate care. Enjoy an autonomous, team-oriented environment with a manageable caseload.

Key Responsibilities:

- Review physician referrals and patient records to develop tailored treatment plans.
- Perform comprehensive patient evaluations to assess functional abilities and develop appropriate treatment plans.
- Deliver manual therapy, therapeutic exercises, modalities, and home care instruction, adjusting treatments as needed.
- Document patient care and progress following clinic policies and regulations.
- Collaborate with physicians and care teams to ensure coordinated treatment.
- Educate patients and caregivers on management and prevention strategies.
- Supervise and mentor assistants, technicians, and students.
- Support clinic operations, marketing, and professional development activities.

Required Skills & Competencies

- Strong clinical reasoning and problem-solving abilities.
- Excellent interpersonal and communication skills for effective patient and team interactions.
- Proficiency in therapeutic exercise, manual therapy, and use of rehabilitation equipment.
- Ability to adapt treatment plans based on patient progress and feedback.
- Organizational skills for accurate documentation and time management.
- Commitment to evidence-based practice, lifelong learning, and upholding OrthoLoneStar's values and guiding behaviors.

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Qualifications

- **Education:** Master's degree or higher (M.S.) in Physical Therapy from an accredited college or university
- **Experience:** One to two years of related experience and/or training preferred. Outpatient orthopedic and manual therapy experience highly desirable; Orthopaedic or manual therapy certifications preferred but not required.
- **Language Ability:** Ability to read, analyze, and interpret medical records, therapy protocols, and scientific literature; respond to inquiries from patients, insurance agencies, and regulatory bodies.
- **Math Ability:** Proficient in applying concepts such as fractions, percentages, ratios, and proportions to clinical and operational scenarios.
- **Reasoning Ability:** Capable of defining problems, collecting data, establishing facts, and drawing valid conclusions; skilled in interpreting complex technical instructions.
- **Computer Skills:** Proficiency with Microsoft Office Suite and basic EMR/PM software.
- **Licensure:** Current Physical Therapy license in the state of practice, displayed in accordance with Texas State Practice Act.
- **Supervisory Responsibilities:** Delegates appropriately and supervises Physical Therapy Assistants, Technicians, and students per state guidelines.

Working Conditions & Physical Demands

- Noise Level: Moderate.
- Travel: Primarily works at one clinic but may occasionally travel between locations to provide patient care; travel is not reimbursed.
- Physical Requirements: Regularly required to sit, talk, and hear; frequently stand, walk, use hands, bend, stoop, lift up to 50 lbs (frequently) and 70 lbs (occasionally), climb, balance, kneel, crouch, or crawl.
- Vision Requirements: Close vision, peripheral vision, ability to adjust focus; ability to spend 4–5 hours daily in front of a computer.

The job duties listed in this job description may not be inclusive of all requirements of this position. Other duties may be assigned by your supervisor through a written request.

I have read the document and understand the requirements for this job description.

Employee Signature

Date

Supervisor/Manager Signature

Date