

How To Read a Physical Therapy Job Description - Dissected

Physical Therapist

Kaiser Permanente -

About this job

Responsible for the physical therapy management of patients under the direction and supervision of the Rehabilitation Services Director.

Essential Functions

- Evaluates patients and interprets evaluation findings to determine the nature and extent of dysfunction.
- Establishes treatment goals and plans treatment to achieve established goals.
- Initiates discharge planning from physical therapy.
- Implements the treatment program through direct treatment of the patient, may delegate a portion of the treatment plan to appropriate supportive personnel, and coordination of the treatment plan with other health care personnel as appropriate.
- Provides advice and education to patient and family.
- Regularly assesses clinical signs and symptoms to determine effectiveness of treatment, progress of patient towards goals, and the need for modifying goals and treatment.
- Discharges patient from physical therapy when the patient has received maximum benefit from physical therapy.
- Provides accurate, timely documentation of physical therapy patient management.
- Demonstrates progress toward meeting the criteria for professional practice.

Working for an organization with the size and resources of Kaiser Permanente Northern California means having the potential to positively affect the health and well-being of entire communities. From our financial, business, and IT experts, to our RNs, allied health professionals, and physicians, we work together to provide the best care experience to our members and the communities we serve. As one of the most diverse regions in the country, Northern California offers everything from the majestic Sierra Mountains, to breathtaking Yosemite, to world-renowned Napa Valley. Here, you'll discover the cultural and recreational diversity that makes Northern California one of the most desirable places in the world to live and work. As Northern California's largest health plan, Kaiser Permanente provides you with the resources and opportunity to build a rewarding career in an environment that supports your success. Join us.

Experience

Education

- Graduate of an accredited physical therapy curriculum with a bachelor's or master's or doctoral degree with certification in physical therapy or foreign-trained equivalent.

License, Certification, Registration

- Licensure to practice physical therapy by the State of California.
- BLS required.
- Must have a Nat'l Provider Identifier (NPI), or obtain an NPI, prior to employment start date.

Additional Requirements

- Must be able to work in a Labor/Management Partnership environment.

A. Think Like an Employer:

Employers hire people because they often have an unmet need or are trying to solve a problem.

Consequently, job seekers should carefully read job descriptions for clues as to what needs/problems the employer might have. Applicants should also think critically about how their background and skills could be relevant in helping an employer meet a need.

- What needs and challenges do you think this employer might be facing in delivering their services to their clients?

B. Analyze the Responsibilities/Functions and Qualifications/Experience Sections:

Once you've identified employer needs/challenges, look for qualifications that align with your experience and also ask yourself – *What skills would you need to carry out the responsibilities successfully?*

Identify desired experience:

1. Setting
2. Clinical skills
3. Clinical issues
4. Communication skills
5. Teamwork

Additional areas of desired expertise:

1. Additional skills related to populations like languages and multicultural competence

Give the employer what they're looking for by clearly giving evidence of your qualifications using relevant examples in your application materials.

C. Aligning Your Qualifications with Employer Needs:

Desired experience is closely related to the job functions. For instance, in order to be successful in working with diverse patients, from various socioeconomic backgrounds, and also to collaborate with other health professionals, one would need excellent communication and teamwork skills. Being bilingual could help build trust and ensure more clarity with diverse patient populations.

When thinking about what to include in your application materials and how to talk about your experiences, think about an employer's needs and how you can clearly give consistent evidence that you have what they're looking for.