



LILLOOET TRIBAL COUNCIL

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JOB POSTING

Job Title: Outreach Physiotherapist

Organization: Northern St'at'imc Outreach Health Services, Lillooet Tribal Council

Department: Health

Reports to: Health Manager

Classification: Registered with College of Physical Therapists of BC

Term: Full-Time Permanent, possible flexible hours

Posted: November 20, 2015 **Closes:** Open until filled

JOB SUMMARY

In accordance with the vision and values of the Northern St'at'imc Outreach Health Services (NSOHS) and in accordance with professional standards and code of ethics as outlined by the College of Physical Therapists of British Columbia (CPTBC), the Physiotherapist will work collaboratively as part of a multidisciplinary team providing outreach physiotherapy services to Aboriginal peoples on and off reserve in the Northern St'at'imc Territory including: assessment, treatment planning and implementation, program planning, consultation, equipment prescription, system navigation, self-management, injury prevention, pain management, palliative care, return to work and education of clients and/or their caregivers to promote functional independence and enable the client to achieve and maintain optimal health outcomes and improved quality of life. The Physiotherapist contributes to the organization and the overall goals of the profession; participates in departmental/program quality assurance initiatives, meetings, research, and education.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Assesses the client's physical status, functional abilities, needs, and goals utilizing an evidence-based approach by methods such as reviewing records, gathering information, interviewing the client, identifying client and therapist expectations, selecting and applying evidence-based assessment methods, performing examinations, administering standardized tests and measures, identifying the client's desired functional status and quality of life, and monitoring the client's health to improve, maintain or support decline and physical performance.
2. Analyzes the client's needs, establishes the physical therapy diagnosis and prognosis, and develops an evidence-based, outcome-focused intervention strategy by utilizing assessment and reassessment findings, discussing the analysis with the client and relevant others, developing short and long term client goals, and selecting a practice model and/or intervention consistent with the client's needs and goals to achieve optimal health outcomes.

3. Implements interventions in accordance with established treatment guidelines and educates clients and caregivers regarding self-management, health promotion and injury/disability prevention.
4. Evaluates and documents the effectiveness of interventions by methods such as conducting ongoing assessment and monitoring of client responses, evaluating changes in health status, function and physical performance against pre-determined goals and expected outcomes, and modifying the intervention strategy to achieve and maintain optimal functional independence and physical performance.
5. Acts as a physiotherapy resource for other members of the health care team by methods such as providing information and in-services, and attending meetings as a representative of Physiotherapy. Works with rehabilitation and other staff in other programs/sites to provide coordination and consistency of service.
6. Maintains a variety of records including client files by gathering information, entering data into computerized databases and/or documenting information into approved formats according to the College of Physical Therapist of BC practice standards. Notes client's progress, changes to treatment plan, and records test/treatment results to provide evidence and rationale that support assessment findings and intervention plan. Compiles statistics on workload activities and summarizing information into written reports as requested.
7. Carries out and documents physiotherapy screening on all new clients and full assessment for referred clients including assessment of communicative, cognitive, psychological, physical and functional abilities. Establishes appropriate treatment programs and intervention.
8. Provides work direction and verbal and written instruction to health partners regarding specific needs, ensuring the appropriate transfer of function.
9. Participates in team/program activities required to enhance and optimize the delivery of care and to facilitate evidence-based practice. Supports the promotion of quality management principles for team/program operations, identifies processes/procedures that require improvement, and drafts/revises guidelines, policies and procedures for review.
10. Participates on committees to promote optimal support for clients, to facilitate the resolution of issues, and to advocate for the goals and objectives of the team/program.
11. Participates in approved physiotherapy and interdisciplinary research and special projects in collaboration with designated personnel/team and other health care professionals, through methods such as collecting data, summarizing information, and/or providing verbal updates for review and further analysis by principal researcher, research team and/or project coordinator.
12. Applies an evidence-based approach to clinical problem solving through methods such as reviewing relevant literature/resources and applying approved research findings in clinical practice to support the research culture of the organization. Evaluates results in collaboration with interdisciplinary team.
13. Maintains and updates own clinical knowledge within area of practice, and develops a plan in collaboration with designated personnel/team for professional development. Reviews progress to ensure that goals are achieved within established time frames.
14. Performs other related duties as assigned.

QUALIFICATIONS

EDUCATION, TRAINING AND EXPERIENCE

- Current registration with the College of Physical Therapists of British Columbia (CPTBC).
- Two years recent related experience working in a health care environment with Aboriginal people;
- Demonstrates knowledge, experience, and understanding of rural Aboriginal health care issues including federal, provincial, territorial, regional and Aboriginal organizations mandated to provide Aboriginal health care services;
- Valid BC Driver's License and vehicle required;
- Criminal Records check required.

COMPETENCIES

Emotional Intelligence Competency

Cultural competency and cultural safety competency

Relationship-Building and Communications competency

High Ethical Performance Standards

SKILLS AND ABILITIES

Teaching: Ability to teach and learn with clients, families and others both one-on-one and in groups. Enjoys working with elders. Willing to be trained further in cultural competency and safety.

Knowledge Integration: Integrates best practice and current research evidence to support professional practice decisions and actions.

Communication: Demonstrated ability to communicate effectively with clients, families, the public, medical staff and the members of the interdisciplinary team using, oral written and computer communication means. Demonstrated ability to effectively resolve conflict.

Critical Thinking: Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve and make decisions effectively. Applies the problem solving process demonstrating critical thinking and decision making skills using a systems approach in alignment with St'at'imc values.

Management: Demonstrated ability to organize work, set objectives and establish priorities. Manages time and resources, implements activities to promote cooperation among the interdisciplinary team, and collaborates across disciplines.

Leadership: Demonstrates creative planning for change and innovations, implementation of policies or other protocols, and ongoing professional development of self and others.

Teamwork: Demonstrated ability to foster teamwork and a commitment to excellence in the provision of client care.

Equipment: Demonstrated computer skills including the use of Meditech and Windows based programs. Demonstrated data analysis skills including appropriate data analysis and reporting tools. Demonstrated ability in the use of e-mail and word processing. Ability to operate other related equipment as required in the specific practice area.

- Physical ability to perform the duties of the position.
- Comfortable with collaboration and working with a team
- Understanding of the social determinants of health related services;
- Well organized, works independently as well as in a team environment;
- Self-directed and willing to seek help;
- Works well under pressure, either related to deadlines or unforeseen circumstances;
- Attention to detail, data collection, planning and reporting writing;
- Solution-focused and comfortable with conflict resolution;

- Proficient in MS-Office computer skills.

Pursuant to section 41 of the British Columbia Human Rights Code, preference will be given to applicants of St'at'imc or Aboriginal Ancestry.

SALARY: \$54,600 (\$30/hour) to \$61,880 (\$34/hour) plus benefits, depending on education and experience

HOW TO APPLY:

Please submit cover letter, resume and three references to:

Susan James, Director of Operations, Lillooet Tribal Council

814 Highway 99 Lillooet BC or email to: Lillooet_tribal_council@statimc.net

FOR ANY QUESTIONS PLEASE CONTACT:

Susan James at 250-256-7523 or

Sue Wilson Cheechoo at 250-256-7530 or scheechoo@statimc.net