



FYZICAL®

Therapy & Balance Centers

Overview

FYZICAL City Center Aurora, CO is seeking a Clinical Director to join our new clinic. You will work in an exciting and dynamic environment, with outstanding physical resources and equipment, while maintaining a healthy work/life balance.

FYZICAL is a nationwide group of over five hundred independently owned physical therapy clinics, with a focus on orthopedic and vestibular rehabilitation. Our people are our greatest asset – we hire therapists who are professional and enthusiastically embrace advances in research, technology, science, and health care. In exchange, our teams enjoy a superb working environment, as well as unique and exciting possibilities for personal and professional growth. If you want to be the best at what you do and be rewarded for it, you have found the right place!

The Clinic Director will be responsible for planning, organizing, and directing the overall clinical and business operations for FYZICAL City Center Aurora, assisting the CEO in the successful operation and growth of the clinic located at 15051 E Mississippi Ave, Aurora, CO 80012 (the “Clinic”). The Clinic Director will provide a clear sense of direction and operational leadership that will ensure FYZICAL City Center Aurora is positioned for success and thrives in an uncertain healthcare environment (e.g., reimbursement declines; competition increases; talent shortages). The Clinical Director will also champion a collective team approach to delivering high-quality, cost-efficient care at the Clinic within a positive, success-oriented, accountable work environment where high employee engagement, outstanding patient experiences, and improved health outcomes are the primary objectives.

Essential Functions, Duties and Responsibilities

- Organizational Management (People)
- Collaborates with the CEO in establishing and driving organizational vision, mission, core values, operational strategy, goals, and objectives.
- Motivates and leads a qualified, high-performance team at the Clinic, including attracting, recruiting, mentoring, and retaining team members who are aligned with the organization’s vision and mission and consistently demonstrate its core values.
- Deploys resources efficiently and effectively toward the Clinic’s goals, collaborating with team members to balance workload and effort, and providing ongoing constructive feedback so that team members can continuously improve their skills and the entire patient experience.
- Ensures effective management of all human resource activities at the Clinic, including recruiting, onboarding, professional development, performance management, and



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retention, according to the organization's personnel policies and applicable laws and regulations.

Clinical Practice and Compliance (Clinic Management | Delivery of Services)

- Provides physical therapy services to patients, serving as a practicing Physical Therapist and maintaining an active caseload.
 - Ensures smooth and timely patient flow, including assuring patients are treated promptly in accordance with their scheduled appointments.
 - Determines necessary physical therapy based on prescriptions or other referral documents, patient records, patient evaluations, and patient condition(s).
 - Creates and administers appropriate treatment programs (plans of care) based on evaluation of patient data.
 - Evaluates and records effects of treatment at various stages and adjusts treatments as necessary to achieve maximum benefit.
 - Maintains timely and accurate clinic documentation, including initial evaluations, daily notes, weekly reports, discharge summaries, billing codes and data, and other business reports.
- Supervises all clinical staff employed at the Clinic with overall responsibility for the appropriate marketing, promotion, delivery, quality, and risk management of healthcare services and products provided by the Clinic.
- Serves as the Clinic's Compliance Officer, ensuring compliance with all laws and regulations and the Company's policies related to the clinical and business operations of the Clinic.
- Assists with successfully resolving clinic-related issues in a timely, professional manner to maximize satisfaction with FYZICAL City Center Aurora, its services and team members.
- Oversees the management of the Clinic's equipment, supplies, information technology (e.g., EMR), and facility, including ensuring disaster and emergency preparedness activities are appropriately planned, exercised, and documented.

Business Development | Marketing | Community Relations

- Develops and successfully executes short and long-term business development and marketing strategies, points of focus, marketing vehicles, and related plans (4 Walls | 4 Blocks | 4 Miles) to increase patients and healthcare providers served by FYZICAL City Center Aurora.



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- Serves as an effective spokesperson for FYZICAL City Center Aurora, performing community outreach / marketing activities and representing FYZICAL City Center Aurora in a consistently professional, positive manner to its current and prospective constituencies, including patients, healthcare practitioners and other referral sources, government agencies and regulators, third party payors, industry / business associations, FYZICAL (Franchisor) and other FYZICAL franchisees, suppliers, and the public.
- Builds and maintains trusting relationships with current and prospective patients, healthcare practitioners and other referral sources, third party payors, and other stakeholders.
- Identifies service (product) growth opportunities and priorities, including expanding existing services (products) and adding new services (products) based on community needs and team member experience and expertise.

Fiscal Management

- P&L responsibility for FYZICAL City Center Aurora's clinical and business operations, including revenue, expenses, and profitability, as well as Revenue Cycle Management activities (e.g., authorizations, verifications, billing (claims), payment processing, and collections)
- Partners with the CEO and FYZICAL City Center Aurora team members to prepare annual budgets (annual operating plans), monitor progress (e.g., KPIs; metrics), and initiate changes (to operations and/or to budgets), as appropriate, to improve the Clinic's performance and achieve financial goals.
- Evaluates the results of clinical and business operations of the Clinic regularly and systematically, reporting these results to the CEO with corresponding assessments and recommendations.

Strategic Leadership and Planning

- Translates approved long-range strategic plans for the Clinic into operational action plans to guide current and future resource allocation to achieve annual budgets and long-range strategic plans.
- Develops, implements, and manages the Clinic's operational policies and procedures, including process improvement strategies relating to the patient experience, team



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workflows, and delivery of high-quality services, to support achievement of the Clinic's goals and objectives.

Nothing in this job description restricts FYZICAL City Center Aurora ability to assign, reassign or eliminate functions, duties, and responsibilities of this job at any time.

Qualifications

Required

Education

- Graduate of a CAPTE approved physical therapy program (master's or doctorate in physical therapy)

Licensure / Certifications

- Current license for Colorado state physical therapist licensure
- Current Direct Access Certification of Authorization in Colorado
- Current CPR for Healthcare Providers certification

Experience

- 3+ years of clinical experience (including administering a wide range of physical therapy techniques), preferably in an outpatient clinic setting.
- 2+ years of clinic management/program management

Skills and Other Requirements

- Initiative-taking, passionate, and eager to create a positive difference in the lives of our patients and colleagues.
- Significant interest and passion around healthcare leadership and building a small business.
- Thorough knowledge of physical therapy principles and practices
- Excellent oral and written communication, problem-solving, and time management skills
- Superb people and management skills to interact with patients, colleagues and third parties.
- Adept at EMR (e.g., WebPT) and Office 365 software applications
- Knowledge of CPT & ICD-9 coding procedures

Physical Requirements

- Adequate hearing to perform job duties in person and over the telephone / internet.



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- Must be able to speak clearly to patients, team members, and others.
- Visual acuity adequate to perform job duties, including visual examination of patients and reading information from printed sources and computer screens/ monitors.
- Requires frequent lifting and carrying items weighing up to fifty pounds, including assisting patients when required.
- Requires frequent bending, reaching, repetitive hand movements, standing, walking, squatting, and sitting, with some heavy lifting, pushing, and pulling exerted regularly throughout a regular work shift.
- Adequate physical ability to perform the requisite physical therapy services.
- **Experience or interest** in treating balance and vestibular patients, including sports concussion; for therapists with orthopedic expertise but limited vestibular/balance background, **additional training and continuing education will be provided.**
 - Future successful completion of FYZICAL Balance courses will be necessary for continued employment.

Compensation and Benefits

- Base salary of \$90,000- \$102,000 per year depending on experience
- Productivity and performance bonuses
- Potential Ownership & Profit-Sharing opportunity
- Generous CEU budget

Contact Information

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