

Clinical Director

Position Overview:

We are seeking an experienced and motivated **Clinic Director** to lead our Physical Therapy department within a well-established **orthopedic clinic**. This dual role combines **clinical practice with leadership and operational management**, making it ideal for a seasoned physical therapist who thrives in a patient care and team leadership environment.

Key Responsibilities:

Clinical Leadership:

- Serve as the clinical lead, promoting best practices and guiding therapy teams in evidence-based orthopedic care
- Collaborate with orthopedic surgeons and other healthcare providers to ensure seamless, coordinated patient care
- Oversee and ensure clinical quality, compliance, and adherence to care standards and protocols

Clinician Job Duties:

- Evaluate and treat a full caseload of patients with orthopedic and musculoskeletal conditions, including pre- and post-surgical cases, sports injuries, and chronic conditions
- Develop and implement individualized treatment plans focused on restoring function, reducing pain, and preventing disability
- Use manual therapy, therapeutic exercise, modalities, and functional training tailored to patient needs
- Educate patients and families on injury prevention, home exercises, and recovery expectations
- Accurately document patient evaluations, progress notes, and discharge summaries in compliance with regulatory and payer requirements
- Participate in peer review and clinical quality improvement initiatives
- Maintain CEU requirements and stay current with best practices in orthopedic physical therapy

Team Management:

- Supervise, mentor, and support staff physical therapists, physical therapist assistants, and aides
- Conduct regular team meetings and performance evaluations
- Foster a positive, patient-centered team culture focused on clinical excellence and accountability

Operations Management:

- Manage daily clinic operations, including scheduling, staffing, and workflow optimization
- Ensure compliance with healthcare regulations and documentation standards (HIPAA, Medicare, insurance policies)
- Monitor and improve clinic KPIs such as visit volume, patient retention, cancellations, and productivity

Business Development & Financial Oversight:

- Partner with leadership on growth strategy and clinic goals
- Track financial performance and support efforts to increase referrals and patient volume
- Represent the clinic at community events and build professional relationships with referring providers

Qualifications:

- **Doctorate (DPT) or Master's degree** in Physical Therapy from an accredited program
- **Licensed Physical Therapist** in [State]
- **3–5+ years of clinical experience** (orthopedic setting strongly preferred)
- Prior **leadership or supervisory experience** in a clinical environment
- Strong communication, interpersonal, and organizational skills
- Proficiency in EMR and understanding of insurance and billing processes

Preferred Skills:

- Manual therapy certification (e.g., OCS, COMT) is a plus
- Experience with post-operative rehabilitation and sports injuries
- Demonstrated success in team leadership and clinical mentorship
- Familiarity with clinic budgeting, marketing, and growth planning

Benefits:

- Competitive salary
- Health, dental, and vision insurance
- 401(k) with employer match
- Paid time off, holidays, and continuing education allowance