**MSK Physiotherapist & Clinical Mentor**

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| **Department:** **Contract:** | Physiotherapy Full-time / with flexible working, overtime, and condensed hour options  |

**Your purpose**

Being a Clinical Mentor at Ascenti is a huge privilege and a great responsibility, as you will play a crucial role in helping others to advance their practice and careers.

Alongside managing your own patients in clinic, you will support a team of MSK physiotherapists in your area with their professional development. This will mean acting as a critical friend and role model of excellence, helping individuals to master their clinical knowledge, technical skills and to deliver the highest standards of patient care.

People never forget a great mentor, so this is a unique opportunity for you to leave a mark on your profession and the lives of others, at the same time as developing your own skills and experience.

**How your role fits within our team**

Your duties as a mentor will sit alongside your own physiotherapy practice, which will mean connecting or meeting with those you are mentoring regularly as well as seeing patients in your own clinic.

The mentoring relationship is based on trust and openness, helping physiotherapists to be critical and objective about their own clinical practice. A Clinical Mentor will never be either the direct or indirect line manager of a physiotherapist, so that there is a clear boundary between those roles.

As a mentor you will be part of a nationwide network of other mentors and will link in with managers and senior leaders across Ascenti, to support the delivery of our award-winning Clinical Development Programme and related initiatives.

**Key responsibilities**

**Managing patients**

* Manage your own clinical caseload of patients presenting with a variety of conditions and goals.
* Use high quality neuromusculoskeletal assessment skills to develop evidence-informed and highly effective treatment and management plans.
* Use strong communication skills to build rapport with patients in a professional manner and inspire trust and convey complex ideas clearly.
* Manage sensitive subjects and any cultural differences or obstacles with patients diplomatically and professionally.
* Use our digital health tools and rehabilitation app to prescribe patients with online resources and home-exercise and management programmes after your appointment.
* Manage high quality patient notes, future appointments, PROMS (patient reported outcome measures) and compliance using our advanced patient workflow system.

**Clinical Mentoring**

* Consider the most effective learning style and approaches for the physiotherapists you are mentoring.
* Provide regular support and deliver mentoring sessions that facilitate good learning outcomes.
* Identify learning and development needs, analyse your team’s knowledge/skills and the clinicians’ own self-evaluation.
* Prepare, facilitate, deliver and evaluate one-to-one and small group teaching sessions, both face-to-face and virtually.
* Support our Clinical Development Programme, with direction from clinical excellence and leadership teams.
* Support the progress of your team towards competency in the knowledge and skills framework, guiding their development through the banding structure, whilst encouraging good CPD record keeping.
* Understand the clinical quality and performance outcomes of your team. Collaborate with your Regional Development Lead, identifying and implementing improvement strategies where needed.
* Act as an ambassador of Ascenti’s culture of continuing professional development, lifelong learning and clinical excellence.

**Clinical Excellence**

* Act as the nominated competent clinician for your team and be available to answer clinical/technical questions as they arise.
* Support physiotherapists to manage patients with complex and non-complex conditions, from clinically reasoned and thorough assessments, through to a holistic management plan.
* Support physiotherapists in using a wide range of evidence led skills and treatments, including manual techniques, self-management advice, therapeutic handling and our cutting-edge technology and tools.
* Escalate any clinical concerns and where appropriate, assist in addressing these concerns with individuals and managers.
* Support physiotherapists to demonstrate excellence in report-writing and record-keeping on the Ascenti patient workflow system.
* This role profile is not exhaustive, and you may be directed to complete other tasks as required. These duties will always be reasonable and deemed within the expectations of your position.

**Knowledge experience and qualifications**

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|  | Essential | Desirable |
| Knowledge / skills  | * A good understanding of clinical learning and development frameworks
 | * Awareness or knowledge of Ascenti learning and development programme (not essential)
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| Experience | * Current HCPC and CSP registered Physiotherapist
* Minimum 2 years post-graduate musculoskeletal physiotherapy practice experience; preferably in both public and private settings
 | * Previous experience as a mentor may be advantageous
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| Qualifications /membership | * Degree in Physiotherapy, or a recognised equivalent vocational qualification
* An up-to-date CPD folder which demonstrates your commitment to professional development (must be verified by RDL prior to interview)
 | * Masters degree in Physiotherapy, or a recognised equivalent vocational qualification
* Recognised teaching or mentoring training or qualification
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**Professional standards**

We care about doing the right thing by our people and everyone that we work with. We also expect our people to do the right thing and to model our values and the behaviours outlined in our Code of Conduct.

As an Ascenti employee you will follow key principles and policies covering Safeguarding, Equality Diversity and Inclusion, Data Protection and Risk Management.