

Job Description

Health Partner: Physiotherapist and Pilates Instructor

Brief Description

We require a hard-working, passionate and team-focused individual to work alongside our other Health Partners (HPs) to deliver the unique LEAR programme. This will require the ability to understand a very different approach to health, wellbeing and exercise with a commitment to supporting the clients through and beyond the process, in line with LEAR's core values. You must be able to motivate clients by collaborating to set goals, providing meaningful feedback, and by being a reliable and professional source for advice and guidance. You will also be a skillful Physiotherapist and ideally a qualified Pilates Instructor, demonstrating a high level of knowledge and understanding and ability to translate this into a treatment plan for each client.

Team-Wide Tasks

Working with the Physiotherapy Lead (PL) you will:

- Plan exercise programs based on LEAR's principles to deliver 1:1 sessions and group classes
- Deliver safe and effective sessions
- Evaluate and modify sessions according to feedback and attendees in collaboration with the PL
- Work seamlessly with all the HP's in the team to ensure sessions are appropriate for clients
- Show understanding of other HP roles within the team, respecting each other and utilising everyone's individual knowledge and expertise to the benefit of the clients
- Provide sound and professional advice that follows our process
- Assist in the daily running of the premises: opening, closing, cleaning, taking payments as per operating procedures
- Perform appropriate health screening assessments as required by the PL
- Think of ways to attract new clients and create repeat bookings whilst never forgetting our existing clients and their needs
- Show financial awareness for LEAR as a company– numbers of clients needed, product margins, financial trends, never wasting anything from electricity to PPE etc.
- Deliver and support outreach strategies
- Manage the quantity, quality and standard of fitness equipment
- Maintain professional standards and appearance of the Centre and yourself (this includes cleaning, basic maintenance of the workplace and safety checks)

- Adhere to all industry-specific and other applicable regulations (including but not limited to GDPR, COVID-safe guidelines, Health and Safety Regulations)
- Keep up to date with the latest applicable legislations
- Learn about the products sold by LEAR and communicate the benefits to clients
- To become conversant with and apply relevant company policies and procedures.

Job-Specific Tasks

- Prescribe an appropriate and realistic health and exercise plan for clients following their assessment and support them in achieving their goals
- Design appropriate HEPs for clients
- Maintain an appropriate level of personal fitness in order to demonstrate movements and exercises to clients and so as to be a positive role model
- Deliver 1:1 and group sessions that are planned, structured, engaging, differentiated, flexible, professional and progressive
- Evaluate each session and use this process to feed into future session plans
- Be confident to ask for help when needed and to refer clients to other professionals as appropriate
- Diagnose, assess and treat the client's physical problem/condition
- To produce thorough assessments to then provide effective and evidence-based treatment, ensuring that each client has an individualised and person-centred plan which is realistic and positive within his/her range of abilities.
- To ensure that all treatments are performed in accordance with best practice and within scope of practice as indicated by The Chartered Society of Physiotherapy (CSP) and The Health and Care Professions Council (HCPC).
- To record outcomes objectively and efficiently, being able to be understood by the whole team.
- To ensure that all records are completed in a timely manner under CSP and HCPC guidance and are maintained and stored confidentially and in accordance with The Data Protection Act 1998/GDPR 2018 (General Data Protection Regulation)

Qualifications and Experience

Essential

- Degree in Physiotherapy (or other equivalent qualification pathway, recognised by The Chartered Society of Physiotherapy (CSP))
- Member of CSP
- Registered with The Health and Care Professions Council (HCPC) with no restrictions on practice or pending investigations.
- Completed clinical placement
- Minimum 1 Year's clinical working practice
- Academic training for writing notes for all interactions with clients

- Ability and training to liaise with and refer to GP if required

Desirable

- Pilates Matwork qualification
- Reformer Pilates qualifications
- Cancer Rehab specialist training
- Previous experience working directly with people and supporting them in any way to achieve goals
- Current First Aid qualification

Person Specification

- To be able to demonstrate and document a clear understanding of clinical skills.
- To have a keen interest in Pilates and its use as a treatment with musculoskeletal clients and for other conditions, such as neurological rehabilitation, ante/post-natal.
- Proficient in computer skills – able to use Word, Excel, Powerpoint
- Willing to learn our web-based booking and payment system.
- Ability to work with and understand instruction from PL
- Enthusiastic, warm
- Open minded to holistic approaches, open to thinking outside of the norm
- Willing to learn
- Comfortable leading groups
- Open to working with special populations e.g Cancer, Diabetes etc
- Team-focused – recognises own expertise and that of others and plays own role within the team for the overall good of the clients and company
- Integrity – recognising that honesty and accountability are key within a team setting
- Passionate – showing true enthusiasm for helping people to become healthier, fitter and stronger.
- Vigilant – having an overall awareness of health and safety alongside building security and appearance
- Listener – able to take note of the client's needs and goals
- Adaptable and flexible – can alter the service offering according to the client's needs and goals
- Be flexible and adaptable to meet the needs of the service, being prepared to travel to other company working sites where required and for appropriate training courses.
- Patience – work alongside people to meet their goals in a manageable way

- A personal approach – taking the time to get to know every single client by name. Making every client feel valued, important, and looked after.
- A real desire to help people and ability to reach out to people and meet them where they are
- Big focus on lifestyle and longevity – addressing physical, mental and emotional needs.
- Enthusiasm – love what you do. Show your colours.