



Specialist Rehabilitation and Wellbeing Therapist

37.5 hours per week

£36,750 per annum pro rata

Post, tenure, fixed term 3 years all subject to funding

Compass Therapy Support Community (operating as Compass Therapy Centre) is a registered charity established in Edinburgh over 40 years ago. We provide support and therapeutic services including Physiotherapy, Rehabilitation and Hyperbaric Oxygen Therapy to people in Edinburgh and the Lothians who live with neurological conditions.

Where capacity allows, we also provide our services to people dealing with a wide range of other health concerns and proceeds from this activity help fund our charitable initiatives.

Purpose of the role

- To work autonomously providing physiotherapy management to a designated caseload of people with neurological and MSK conditions.
- To provide specialist and cutting-edge interventions including AlterG Treadmill, Mollii Suit and GMove Suit.
- To liaise with both statutory and third sector organisations and services in addressing the client's wider community health and wellbeing needs.

Values

- To put clients first in everything you do and put each client's needs at the centre of all decisions.
- To accept that some people need more help, and that not all goals will be realised, however, to strive to achieve the best possible results for each of your clients in all circumstances.
- To value each person as an individual, respect their aspirations, beliefs, commitments, and seek to understand their priorities, needs, abilities and limitations.
- To take what others have to say seriously.
- To be honest about your point of view and what you can and cannot do.
- To strive to improve health and well-being and people's experiences of physiotherapy and rehabilitation.
- To value excellence and professionalism wherever you find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

Principle Duties:

Clinical Responsibility

- To act in accordance with expected standards of physiotherapy practice as outlined in the CSP code of practice.
- Serve as a knowledge resource for diverse conditions, providing education and self-management advice.
- Deliver holistic, evidence-based clinical care, understanding the impact of disability and injury.
- Conduct client assessments collaboratively, creating and documenting treatment plans.
- Discuss services and treatment options with clients and carers.
- Monitor, evaluate, and adjust treatments to ensure effectiveness.
- Maintain accurate, professional, and legal client records.

- Involve clients /carers in planning their physiotherapy and/or rehabilitation support where possible, discussing services and treatment options.
- Adapt practice to clients' individual needs, including cultural, social, and linguistic considerations.
- Assess capacity, gain informed consent, and operate within legal frameworks when necessary.
- Identify and recommend appropriate clinical equipment.

Communication

- Adapt communication to meet clients' and carers' needs, ensuring understanding and potential are maximized.
- Provide specialist advice and teaching to promote consistent client care.
- Manage complex cases with high-quality therapy, seeking support for changing conditions.
- To work in collaboration with/refer to NHS, Health & Social Care Partnership and Third Sector organisations in response to a client's wider identified wellbeing needs.
- Contribute to team and organizational planning, sharing information effectively.
- Deliver complex or sensitive information with advanced communication skills.
- Prepare comprehensive reports for clients, management, and the Board.

Professional

- To always comply with the Chartered Society of Physiotherapy/BASRaT codes of professional conduct.
- To be responsible for personal continuous professional development using self-education, reflective practise, active participation in the in-service training programmes, agreed in your personal development plan with senior management.
- To further develop the integration of evidence-based practice, specialist neurological treatment techniques, therapeutic handling skills and specialist knowledge of particular conditions.
- To participate in the appraisal system as appraisee, and intermittently an appraiser and be responsible for fulfilling your agreed objectives and personal development plan.

Organisational

- To demonstrate effective time management and organisational skills during management of own workload and to be able to adapt to an unpredictable work pattern daily. This includes making client's appointments, co-ordinating with and liaising with other professionals when required for joint assessments and treatments.
- To ensure timely communication of assessment findings, treatment, outcomes.
- To keep accurate and up-to-date client records, reports and statistics always in line with professional standards and GDPR/Data protection compliance.
- To be responsible for complying with all mandatory training requirements.
- To contribute to the day-to-day co-ordination of the rehabilitation and wellbeing service within the Centre and take responsibility for the management and delivery of the service and caseload.
- To provide supervision and participate in the formal appraisal process of student placements, volunteers and support assistants.

Professional Development

- You will have dedicated time to complete CPD, developing a Personal Development Plan to enhance clinical expertise and service standards.



Development and Services Improvement

- Collaborate with the Business Development Officer to build external relationships and networks.
- Support service marketing through client case studies, evaluations, and media.
- Lead the planning, delivery, and evaluation of physiotherapy and rehabilitation services.
- Advise senior management and the Board on service delivery issues.
- Implement clinical policies and protocols.
- Recommend and drive service improvements.
- Ensure high standards of quality assurance across clinical services.

Competencies

Accountability

Takes personal responsibility for the part they play in our organisation, - our mission and values and wider society

Client Focus

Keeps the needs of our clients at the heart of activities

Personal effectiveness

Consistently role models high standards and good practice

Inclusivity

Applies an understanding of equality and diversity to strengthen positive engagement in all our client activities and services

Results focused

Maintains commitment to targets and results, striving consistently to achieve them

Communications

Helps to provide clear, consistent, and appropriate messages at all levels of our organisations and beyond

Motivational Leadership

Actively leads, establishes expectations, accountabilities, purpose, and vision, creating an environment where others can achieve optimal performance



Person Specification

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and senior manager.

Essential

- Holds recognised professional qualifications in physiotherapy at degree level /BTEC Advanced Professional Diploma/Graduate Certificate level /NVQ4/VQ4 Bachelor's degree in physical therapy or a related field of Rehabilitation.
- Registered with HCPC /BASRaT.
- Able to role model and promote interdisciplinary working, in order to ensure efficient and person-centred care.
- Have expert clinical knowledge and experience of working with people with neurological conditions and demonstrate an understanding of the long-term impact on individuals and their carers.
- A good degree of prioritisation skills and the ability to manage, organise and delegate own caseload to rehabilitation assistants.
- A high level of effective communication and an ability to develop relationships with patients, carers and staff in other teams and organisations.
- Demonstrate the ability and willingness to engage with external stakeholders to increase awareness of Compass, including working with our Business Development staff member to achieve this.
- Demonstrate comprehensive knowledge of relevant professional, national and organisational guidelines and standards required for safe and effective service delivery.
- Demonstrable continuing professional development within the field of neurological rehabilitation and in accordance with HCPC recommendations.
- Demonstrate flexibility and ability to respond to changing service priorities.

