



# Senior MSK Physiotherapist

<b>Department:</b>	Physiotherapy
<b>Location:</b>	xxxxxxx
<b>Line manager:</b>	xxxxxxx
<b>Contract:</b>	Full-time / part time with flexible working, overtime, and condensed hour options

## Your purpose

Being a Senior MSK Ascenti Physiotherapist is a huge privilege as you will be changing people's lives every day.

Using contemporary and evidence-informed treatment and management methods, you will have the technology, tools, and support needed to thrive as an experienced clinician and deliver outstanding services to patients.

Our nationwide work varies, which means that you could be managing a range of patients, from office workers and private medical insurance customers, to NHS patients and those referred for accident related injuries.

It is an exciting time to join Ascenti as our award-winning virtual physiotherapy service is really taking off, so there may also be the opportunity or need for you to work from home to deliver these services.

## How your role fits within our team

You will work on your own in clinic or from home, but you will never feel alone.

You will be a Senior MSK physiotherapist, demonstrating what best practice looks like in your everyday work. In addition to your normal duties and responsibilities of a physiotherapist, you will have the ambition to deliver and support high performance of all clinicians in your Area and to support clinicians in complex or serious case management; being knowledgeable and confident in Ascenti procedures and policies.

You will work independently and free from paper and red tape, but with support on hand every step of the way, cutting-edge technology, and our award-winning clinical development resources at your fingertips.

<p><b>Pioneering</b></p> <p>We're a passionate bunch of people, who aren't afraid to innovate and try new ideas to raise the bar.</p> <p><i>Leadership &amp; Wider Business</i></p>	<p><b>Leading the Business</b></p> <ul style="list-style-type: none"> <li>• You will play a part in supporting the clinical development program, demonstrating, and contributing to the development cycle through active engagement, contribution to discussion, sharing ideas and best practice from your clinical experience and ways of working to support less experienced clinical staff throughout their career with Ascenti.</li> <li>• Be a champion of our social and sustainability strategy (SASS), bringing our activities to life in your area.</li> </ul> <p><b>Leading Yourself</b></p> <ul style="list-style-type: none"> <li>• Manage your own diary to ensure optimal personal performance, minimising unnecessary travel, and balance workload to meet goals and objectives.</li> <li>• Grow your developing leadership skills through formal and informal learning opportunities, continuing professional development, reflective practice, and 360 feedback approaches.</li> <li>• Use our award-winning clinical development resources, including our online training platform Absorb, to elevate your knowledge and stay on top of best practice.</li> <li>• Attend regular online and offline courses and events, that will contribute to your development as a practitioner and keep up-to-date records of your CPD achievements.</li> <li>• Work with your mentor/PDL and manager to plan your development and annual goals as a physiotherapist, enabling you to progress through our career structure.</li> </ul>
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<p><b>Dependable</b></p> <p>We deliver on our promises and provide accessible, reliable and effective treatments that are a cut above.</p> <p><i>Clinical Performance &amp; Own Area</i></p>	<p><b>Clinical Excellence</b></p> <ul style="list-style-type: none"> <li>• Act as an experienced clinician, with developing expertise, you are a role model for your Area; you should be available and confident to answer more complex clinical questions and facilitate peers in their learning.</li> <li>• Take personal responsibility for the clinical quality and performance metrics of your own practice and identifying and implementing improvement strategies</li> <li>• Following the Clinical Cycle framework, support and engage in 1-2-1 and group training, to enhance your personal clinical development in line with clinical strategy.</li> <li>• Support your Area Manager in embedding excellence in your own diary management to increase clinical outcomes.</li> <li>• Manage your own clinical caseload of more complex patients presenting with a variety of conditions and goals.</li> <li>• Use high quality neuromusculoskeletal assessment skills to develop evidence-informed and highly effective treatment and management plans.</li> <li>• Use strong communication skills to build rapport and therapeutic alliance with patients in a professional manner and inspire trust and convey complex ideas clearly.</li> <li>• Manage sensitive subjects and any cultural differences or obstacles with patients diplomatically and professionally.</li> <li>• Use our digital health tools and rehabilitation app to prescribe patients with online resources and home-exercise and management programmes after your appointment.</li> <li>• Manage high quality patient notes, future appointments, PROMS (patient reported outcome measures) and compliance using our advanced patient workflow system.</li> </ul>
<p><b>United</b></p> <p>We believe that unity lifts us above the competition, so we work together with partners, teams, and communities.</p> <p><i>Team &amp; Collaboration</i></p>	<p><b>Team &amp; Collaboration</b></p> <ul style="list-style-type: none"> <li>• Identify learning and development opportunities in collaboration with the PDLs and Mentors, ensuring that you maintain high clinical standards and demonstrate your continuous professional development.</li> <li>• Support the Area with support of new starters or less experienced clinicians as needed.</li> <li>• Create an environment where colleagues feel safe and can bring their true selves to work, ensuring that Ascenti is an equal, diverse, and inclusive workplace.</li> <li>• Build strong working relationships with your regional physiotherapy team, anyone you may work with in your clinic and our different business departments to achieve shared goals</li> </ul>

	<ul style="list-style-type: none"> <li>Stay connected and network with the wider Ascenti team using our award-winning staff newsletter, intranet, events, and other social resources.</li> </ul>
<p><b>Caring</b></p> <p>We care about what we do and want to achieve the highest standards for everyone we work with.</p> <p><i>Compliance &amp; Risk</i></p>	<p><b>Compliance, Quality and Safety</b></p> <ul style="list-style-type: none"> <li>Maintain high standards of professional conduct and abide by core standards of practice outlined by the HCPC.</li> <li>Complete mandatory training modules on time and uphold these standards across all that you do.</li> <li>Ensure that you comply with all legal, regulatory, and governance requirements at all times, following the Ascenti Behaviour at Work Policy.</li> <li>Adhere to Ascenti procedures and policies regarding health and safety and clinic standards.</li> <li>Work closely with your manager to identify and manage any risks that may affect quality of care or service.</li> <li>Contribute and participate in local service improvement by making suggestions, proposals, supporting implementation/ change and completing the audit cycle to close the loop.</li> <li>Comprehensive understanding and use of the best available evidence to support your practice, and that of less experienced Physios within and beyond your immediate team.</li> </ul> <p><b>Being a Role Model</b></p> <ul style="list-style-type: none"> <li>Demonstrate a broad range of advanced communication skills including appropriate written communication and starting to develop the ability to engage in critical dialogue with a range of audiences of different levels of knowledge and expertise.</li> <li>Lead by example by demonstrating developing excellence in report writing and record keeping on the Ascenti IT systems.</li> <li>Keep up with best practice and ensure that our services are delivered in line with our high standards and achieving against the clinical strategy.</li> </ul>

## Knowledge experience and qualifications

	Essential	Desirable
<b>Knowledge / skills</b>	<ul style="list-style-type: none"> <li>• Strong neuromusculoskeletal knowledge and skills, underpinned with clinical reasoning from a critical perspective</li> <li>• Core standards of physiotherapy practice and code of conduct outlined by the HCPC.</li> <li>• Excellent IT skills and computer literacy.</li> <li>• Excellent verbal and non-verbal patient communication skills.</li> <li>• Appreciation of ethical obligations in physiotherapy, with a strong sense of professional integrity.</li> <li>• Understanding of safety and legal obligations, including patient rights and consent.</li> <li>• Developing more specialised physiotherapy knowledge or expertise in a sub-speciality of MSK Physiotherapy</li> <li>• Significant knowledge of any emerging clinical knowledge or contemporary best practice</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of onward referral criteria, clinical pathways for urgent and emergency MSK conditions, indications for injections, surgery and imaging.</li> <li>• Developing leadership skills</li> <li>• Theory and best practice in relation to developing positive culture and making organisational changes.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant experience (minimum 3 years within MSK Physiotherapy) of conducting initial assessments, providing accurate working diagnoses, and prescribing effective management plans independently.</li> <li>• Track record of working and communicating effectively with patients.</li> <li>• Using communication skills effectively and working collaboratively as part of a team or with other physiotherapists.</li> <li>• Evidence of reading / studying in the English language and producing well-structured written documents or reports.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Experience of evaluating own practice and a commitment to continued learning and development.</li> <li>• Using modern IT systems or software to support your practice, e.g. videocall technology or electronic note taking.</li> <li>• Track record of building own patient caseload and independently managing more complex cases.</li> </ul>	
<b>Qualifications /membership</b>	<ul style="list-style-type: none"> <li>• BSc (hons) Physiotherapy degree of 2:2 or above</li> <li>• Full Health &amp; Care Professions Council (HCPC) membership with no investigations or disciplinary actions pending.</li> <li>• Level 7 HEI credits through MSK related post-grad courses</li> <li>• Portfolio of evidence of CPD supporting professional and personal development</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced DBS check.</li> <li>• Interest in, working towards or having completed an MSc in MSK related area of practice.</li> </ul>

## 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.