

Position Description: Early Career Clinical Physiotherapist (0–4 Years Experience)

Private Practice – Primary MSK & NDIS Caseload

Reports To: Senior Clinical Physiotherapist

Site: Coconut Grove and Rosebery

1. Position Summary

The Early Career Clinical Physiotherapist provides evidence-based physiotherapy services across a mixed caseload of musculoskeletal (MSK), general medical (eg. Cardiorespiratory), and NDIS participants. The role focuses on developing clinical competency, applying structured clinical reasoning, and delivering safe, effective, and patient-centred care under appropriate guidance.

This position is designed to support the transition from graduate to confident independent practitioner, with a strong emphasis on mentorship, professional development, and foundational business skills within a private practice environment.

2. Key Accountabilities

Clinical Service Delivery

- Perform structured subjective and objective assessments for MSK and NDIS clients.
- Formulate initial diagnoses and contribute to problem lists with support as required.
- Deliver treatment interventions including manual therapy, exercise prescription, and education.
- Assist in the development and progression of rehabilitation programs.

- Implement goal-directed therapy aligned with NDIS plans (where applicable).
 - Escalate complex presentations to senior clinicians appropriately.
 - Maintain accurate and compliant clinical documentation.
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NDIS-Specific Responsibilities

- Deliver therapy aligned with participant goals and functional outcomes.
 - Assist in completing reports (e.g., progress reports, functional assessments) under guidance.
 - Work within scope regarding capacity building supports.
 - Communicate effectively with support coordinators, families, and carers.
 - Develop understanding of funding categories and service agreements.
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Patient Experience & Engagement

- Build rapport and establish therapeutic relationships.
 - Provide clear education and promote self-management strategies.
 - Encourage adherence to treatment plans and exercise programs.
 - Support positive patient experiences to enhance retention.
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Caseload & Practice Contribution

- Develop efficiency in managing a growing caseload.
 - Work towards sustainable appointment utilisation targets.
 - Contribute to patient retention through appropriate follow-up planning.
 - Support clinic initiatives (e.g., exercise classes, community engagement).
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Professional Development & Supervision

- Actively participate in structured mentoring and supervision sessions.
 - Engage in regular case discussions and clinical reviews.
 - Complete ongoing CPD aligned with identified learning goals.
 - Demonstrate reflective practice and openness to feedback.
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Compliance & Risk Management

- Adhere to professional standards, codes of conduct, and AHPRA registration requirements.
 - Maintain privacy, confidentiality, and informed consent processes.
 - Identify clinical risks and seek guidance when required.
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3. Necessary Skills and Attributes

Clinical Capability (Developing)

- Foundational MSK assessment and treatment skills.
 - Emerging competency in exercise prescription and progression.
 - Basic understanding of neurological and disability-related presentations (desirable).
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Communication Skills

- Clear and professional verbal and written communication.
 - Ability to simplify clinical information for patients and stakeholders.
 - Willingness to ask questions and seek clarification.
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Professional Attributes

- Strong willingness to learn and develop clinical skills.
 - Receptive to feedback and clinical supervision.
 - Empathetic and patient-centred approach.
 - Good organisation and time management (developing).
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NDIS & Community Awareness (Developing)

- Interest in working with people with disability.
 - Understanding (or willingness to learn) of the NDIS framework.
 - Ability to work within a multidisciplinary and community-based context.
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Business Awareness (Emerging)

- Understanding of the importance of patient retention and rebooking.
 - Willingness to develop confidence in managing a caseload efficiently.
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4. Key Performance Indicators (KPIs)

Clinical KPIs

- Demonstrated improvement in patient outcomes (with guidance on outcome measures).
 - Quality and timeliness of clinical documentation.
 - Appropriate clinical decision-making and escalation.
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Productivity KPIs (Graduated Expectations)

- Gradual increase in weekly consultations (ramped over 3–6 months).
- Appointment utilisation rate progressing toward clinic benchmarks.

- Reduction in cancellations and non-attendance through patient engagement.
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Patient Experience KPIs

- Patient satisfaction and feedback.
 - Rebooking and retention rates (within expected early-career range).
 - Positive therapeutic relationships and communication.
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NDIS KPIs

- Timely completion of documentation and reports (with supervision).
 - Alignment of therapy with participant goals and plan outcomes.
 - Effective communication with stakeholders.
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Professional Development KPIs

- Completion of CPD requirements.
 - Active participation in mentoring and in-service programs.
 - Demonstrated progression in clinical competency.
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5. Key Internal and External Relationships

Internal Relationships

- Practice Principal / Director
 - Senior Physiotherapists (primary supervisors/mentors)
 - Reception and administrative staff
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External Relationships

- General Practitioners (GPs)
 - NDIS stakeholders (participants, support coordinators, plan managers, families/carers)
 - Medical specialists (as required)
 - 3rd party providers (Workers Compensation, Motor Accident, DVA)
 - Community networks (e.g., gyms, disability service providers, local organisations)
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Role Progression Intent

This role is structured to transition the clinician from:

- **Supported practitioner → Independent clinician → Emerging senior contributor**

Typically within 2–4 years, with progression linked to:

- Clinical competency
- Caseload management
- Contribution to team and clinic performance