



# IPA Physio

DALLAS

IPA Physio Dallas is seeking to hire a passionate, caring, skilled manual therapist for a full-time (>30 hours/week) progressing to full-time (40 hours/per week) position at our Plano, Texas location. This area is a thriving/growing community in the north Dallas suburbs with exceptional public schools, and a great place to raise a family.

## **IPA Physio's Core Values:**

1. We embody integrity
2. We cultivate collaborative relationships
3. We inspire change
4. We are committed to excellence
5. We take ownership

Are you tired of unrealistic productivity expectations that leave you feeling exhausted? Are you tired of feeling like you don't have enough quality time with your patients to give them the care they need? Are you tired of the care that you deliver being dictated by the patient's insurance company? Break free from the monotony of the traditional in-network physical therapy care model and join a revolutionary group of therapists that pride themselves in providing exceptional 1-on-1 quality care.

We believe a well-trained Physical Therapist has the ability to enhance our patient's life resulting in improving our community one patient at a time. We believe that every patient is special and has potential for an improved quality of life. They deserve to be treated with respect, dignity, and our full focus to deliver the best care possible. Trends in the current healthcare model have stifled the ability for Physical Therapists to maximally serve their patients due to unrealistic productivity standards, insurance constraints, and a movement away from high quality manual therapy services. We believe that highly skilled manual therapists following the Functional Manual Therapy® approach with 1-on-1 patient care is the model that can provide the optimal care that our patients need and deserve.

IPA Physio provides outpatient services as an out-of-network provider so we can give patients the care that they need without the constraints of insurance companies dictating their care and determining our reimbursement rates. Having the opportunity to "Discover Your Potential®" as a therapist without the rigorous documentation demands and insurance barriers is a freeing and ideal way to practice.

We believe in lifelong learning through continuing education, mentoring, inservices, etc. We feel it is our responsibility to mentor and develop the next generation of therapists. We want to mold great therapists into exceptional therapists. We are a growing physical therapy clinic and company that is anything but ordinary. We are constantly pushing the boundaries of innovation and strongly believe that our employees are what make the company great. We allow our employees a tremendous amount of freedom to perform at peak levels and engage in out-of-the-box thinking.

**Our Top Priorities:**

- Create a safe, fun, family oriented, and respectful work environment that is welcoming to staff and patients.
- To provide exceptional care and inspire hope in the lives of our patients.
- To create and build healthy relationships with all referral sources, solidifying a trusted network of medical professionals who embrace collaboration, mutual respect, and value patient outcomes above all.
- Foster growth of our clinic to be able to reach more people that we can help resulting in being a beacon of HOPE in our community.

**Employment expectations of a staff physical therapist:**

- Restore patient's function, alleviate pain, and prevent disabilities by planning and administering high quality physical therapy services.
- Help patients accomplish their goals with a focus on manual therapy interventions in the clinic, patient education, and prescriptive exercises specific to each patient.
- Instruct patients in proper in-home exercises.
- Accurately evaluate and record patient's progress, modifying treatment plans, and trying new treatments as required.
- Accurately document patient care services by completing patient notes before the end of each day.
- Timely communication with referring physicians for updates via phone calls and written progress reports as needed.
- Maintain clear and open communication with staff regarding personal needs, patient updates, scheduling, etc..
- Maintain the clinic's operation by assisting in cleaning and general upkeep as needed.
- Self-marketing: Examples include visits to local community health centers, physician or allied healthcare offices to discuss our services as well as conduct presentations and provide in house workshops. Actively assist in reaching new patients and referral sources in the community.
- Creating content (videos, blog posts, social media etc.) may be required to assist in creating patient care tools or digital marketing.

**About You:** We value employees with a positive and professional attitude that can contribute to a fun and productive work environment at IPA Physio Dallas. You must resonate with our company's core values and priorities and reflect them in your daily behavior. Excellent interpersonal communication skills are required to be successful in this role. Candidates with the following qualifications are strongly preferred:

- Experience in IPA coursework in Functional Manual Therapy® with a desire to become a CFMT, or have already achieved CFMT status.
- Interest in enrolling in the IPA Functional Manual Therapy® Residency Program to work towards becoming a CFMT (if this has not already been achieved).
- Two years of experience as a practicing Outpatient Physical Therapist.
- Desire to live and work in the community we serve for years to come.
- Interested in a work-to-own opportunity with growth opportunities of increased ownership with each year of service.

- Exceptional customer service skills and ability to work independently.
- Excellent verbal and written communications skills.
- Ability to multitask and problem solve in a small team environment.
- Must be detail-oriented and set high standards for accuracy.
- Strong interpersonal, organizational, analytical, decision-making, and problem-solving skills required.
- Current license to practice physical therapy in Texas is required prior to the start of employment.
- References from two previous employers are required with your application.

**Benefits:**

- Clinical mentorship: weekly in-services/mentoring and pre-arranged co-treatments with a CFMT, who is also an IPA Faculty Member.
- Competitive salary with generous productivity bonuses and growth opportunities
- IPA residency opportunities (requires a minimum 2-3 year commitment)
- 401k or Simple IRA with matching (not set up yet)
- Health insurance benefits/stipend
- Generous continuing education funds

For consideration: Apply by email to [dallas@ipa.physio](mailto:dallas@ipa.physio) with attached CV and cover letter. IPA Physio is an Equal Opportunity Employer. For more information about us, please visit: <https://ipa.physio/dallas/>