SILVERTIDE
MOBILE REHABILITATION

# Physiotherapy Job Description

Create a mobile physiotherapy caseload at a pace and in a geographic area that works for you, while helping older adults maintain mobility, safety and meaningful independence at home.

SilverTide Mobile Rehabilitation, (formerly Julie Hjelm Physiotherapy) is a growing mobile rehabilitation team of physiotherapists and kinesiologists currently serving Greater Victoria. We are expanding and are currently recruiting for Greater Victoria and Nanaimo. We provide one-on-one care in private homes, independent and assisted living communities, long-term care and memory-care settings.

We are looking for a physiotherapist who would like to gradually build a flexible, part-time or full-time mobile caseload. This opportunity may suit:

- An experienced physiotherapist looking to add mobile practice to their current work
- A physiotherapist seeking greater control over their schedule and caseload
- A newly licensed physiotherapist who wants a supported transition into independent community practice
- A clinician interested in working with older adults without committing immediately to a full caseload

Experienced physiotherapists and newly licensed clinicians are both welcome.

## Building your caseload

As with most private-practice opportunities, your caseload will develop gradually over the first few months. The practice supports this growth through marketing, intake, community outreach and referral development. Depending on your chosen service area, patients may be transferred to you immediately.
You choose your preferred service area, availability and the number of referrals you are prepared to accept. As your caseload grows, appointments are grouped geographically whenever possible to support efficient scheduling and reduce unnecessary driving.

Because this is an independent contractor position, the timing and volume of referrals cannot be guaranteed. However, we will work with you to establish realistic caseload goals and support the gradual development of your practice.

## What mobile practice offers

- Control over your availability and caseload size
- The ability to choose your preferred geographic service area
- One-on-one treatment without the pace of a busy clinic environment
- Functional rehabilitation delivered in the patient’s real home environment
- Administrative, billing and intake support
- Geographic scheduling that aims to reduce unnecessary driving as the caseload develops
- Opportunities for back-to-back appointments within the same residence when referrals and clinician availability align
- Collaboration with physiotherapists and kinesiologists
- Meaningful work with an underserved population

## Two pathways into the role

*Experienced* physiotherapists receive:

- A 70% fee split from the start
- Orientation tailored to their experience
- Clinical autonomy and control over their caseload
- Access to case consultation and peer support
- The opportunity to help develop mobile rehabilitation services within their preferred area

*Newly licensed* physiotherapists receive:

- A 60% fee split during the first year
- A 65% fee split after the first year
- A 70% fee split after the second year
- Approximately two months of tailored supported clinical onboarding, as needed
- Hands-on mentorship with gradual progression toward independence as needed
- Continuing case consultation as their confidence and caseload develop

During the initial onboarding phase, Julie will be available to attend home visits with the newly licensed physiotherapist, supports assessment and treatment as appropriate, and reviews clinical reasoning, documentation, communication and safety as needed. This support is tailored to the therapist's need.

The physiotherapist gradually assumes responsibility for visits as their confidence develop. They receive their applicable fee split for appointments completed during the supported onboarding period.

This is a fee-split contractor position rather than an hourly-wage position. Overall earnings depend on caseload size, appointment mix, travel, documentation time, scheduling and contractor expenses.

## The clinical work

Most of our patients live with multiple comorbidities that may affect their mobility, endurance, cognition, safety and ability to participate in rehabilitation.

Our patients commonly require support with:

- Mobility decline and falls prevention
- Recovery following hospitalization
- Orthopaedic and neurological conditions
- Dementia and memory-care needs
- Gait, balance, transfers and functional strengthening
- Maintaining independence and safely aging at home
- You will assess patients, develop individualized treatment plans, provide functional and exercise-focused care, and communicate with families, caregivers and other healthcare providers.

An important part of the physiotherapist's role is recognizing when a patient is, or becomes, appropriate for kinesiology services. The physiotherapist facilitates the referral to one of our kinesiologists and continues to collaborate with the kinesiologist as part of the patient's rehabilitation team.

The physiotherapist remains available for progress assessments and reassessment when there is a change in the patient's health, function or mobility status. These services are provided through scheduled physiotherapy appointments and are compensated at the applicable physiotherapy fee split.

## Who we are looking for

You may be a good fit if you:

- Are registered and in good standing with the College of Health and Care Professionals of BC, or expect to be eligible for registration before beginning practice
- Have your own liability insurance or expected to be insured before beginning practice
- Enjoy working with older adults and people with mobility challenges
- Value practical, patient-centred and evidence-informed care
- Communicate comfortably with patients, families, caregivers and healthcare providers
- Are organized and able to manage your own schedule and clinical documentation
- Have a valid driver's licence and access to a reliable vehicle
- Are comfortable travelling between patient homes within your chosen service area
- Previous experience in older-adult, neurological, community or post-hospital rehabilitation is helpful but not required.

## Interested?

Apply by emailing your résumé to Julie at **info@silvertide.ca**.

If you are curious but not ready to submit an application, you are welcome to begin with a confidential phone conversation or an informal coffee with Julie.

*SilverTide Mobile Rehabilitation is committed to providing respectful, inclusive, and culturally safe care for every patient and fostering a workplace where every clinician feels respected, included, and supported.*