Medical Therapeutic Specialist

DESCRIPTION OF WORK: Positions in this banded class perform, lead and manage therapeutic rehabilitative services for patients as part of a comprehensive treatment program. These positions work in a variety of clinical settings and specialize in one of the following areas: respiratory therapy, physical therapy, occupational therapy, rehabilitation therapy, radiation therapy, speech and language pathology, audiology, and/or assistive technology. Duties performed include: conducting testing and diagnostic evaluations, planning therapeutic treatment, administration of treatment, patient counseling, and instruction of students. Work may include training and/or supervising others.

EXAMPLES OF COMPETENCIES: CONTRIBUTING

Knowledge-Professional: Applies basic knowledge of principles, techniques, methods, modality and their proper application in area of specialization. Applies basic knowledge of functional anatomy, physiology and skeletal biomechanics. Applies basic knowledge of the application and adaptation of equipment used in area of specialty. Applies basic knowledge of medical conditions involved in area of specialty.

Patient Care: Conducts patient assessments based on information from standardized assessments, observations, medical staff, medical records, patient and caregivers; communicates effectively with patients to assess patient needs. May screen patients for entry into research studies. Plans and organizes therapeutic interventions as prescribed by referring provider. Conducts and modifies, as needed, therapeutic interventions per the treatment plan; communicates effectively with patients about treatment plan and specific activities. May implement treatment plan as prescribed by research protocol. Assists others in evaluating programs; may plan, design, and develop programs. May design and fabricate adaptive equipment and instruct clients in its use.

Clinical Assessment and Decision Making: Observes and records patient data and intervention activities; documents patient initial evaluation. Evaluates patient progress; prepares progress notes; makes decisions regarding continued treatment activities. Presents data and findings to providers and multi-disciplinary teams. Organizes and manages information in appropriate databases. Assists and collaborates on various research projects. May provide clinical supervision and training for staff; may review assessments and treatment plans prepared by others; may consult with staff on more difficult or complex cases.

Instruction: Participates in the orientation and training. May provide clinical supervision and training to others; reviews assessments and treatment plans prepared by others; consults on more difficult or complex cases.

JOURNEY

Knowledge-Professional: Applies considerable knowledge of principles, techniques, methods, modality and their proper application in area of specialization. Applies general knowledge of functional anatomy, physiology and skeletal biomechanics. Applies full knowledge of the application and adaptation of equipment used in area of specialty. Applies full knowledge of medical conditions involved in area of specialty.

Patient Care: Conducts client evaluations and re-evaluations using numerous standardized and informal assessment tools; interprets assessment data to make diagnosis and develop scientifically based treatment plans that meet individual client needs; reviews assessments and treatment plans prepared by others. Develops treatment plans and intervention techniques based on multiple assessment tools; selects appropriate therapeutic interventions based on individual patient needs. Implements treatment plans and intervention techniques; evaluates results; modifies interventions when necessary. Provides education to patients, families, and caregivers regarding specific techniques and activities. May make adjustments in treatment plans to ensure compliance with research study.

Clinical Assessment and Decision Making: Reviews documentation prepared by others. Documents patient progress and identified problems; reviews progress notes prepared by others; advises others in treatment decisions in more difficult or complex assessments. Presents data and findings to providers and multi-disciplinary teams in more difficult or complex assessments. Monitors data quality; trains others in data entry and database management. Collects, analyzes and reports treatment data for research projects; assists with design and implementation of research protocols; participates in dissemination of research results through papers and presentations. Supervises clinical work; conducts performance reviews; ensures compliance with performance management policies and procedures. Recommends resolution of disciplinary and grievance issues, as needed.

Instruction: Coordinates orientation and on-site training; instructs others in areas of expertise in assessment and treatment techniques. Assigns and rotates others through the clinical area; teaches in the classroom; precepts in the clinical area; assists with evaluation of others.
protocols; recommends modifications to research protocol. Plans, designs and develops programs; may serve as educational liaison and provide community outreach services. Designs and fabricates special adaptive equipment and instruct clients in its use.

ADVANCED

Knowledge-Professional: Applies in-depth knowledge of principles, techniques, methods, modality and their proper application in area of specialization. Applies a thorough knowledge of functional anatomy, physiology and skeletal biomechanics. Researches and develops new adaptations of equipment area of specialty. Applies thorough knowledge of medical conditions involved in area of specialty.

Patient Care: Conducts client evaluations and re-evaluations using numerous standardized and informal assessment tools for patients requiring more comprehensive and specialized treatment; assists others in interpreting assessment data to make diagnosis and develop treatment plans; consults with others on more difficult or complex assessments. Develops treatment plans and intervention techniques for patients requiring more comprehensive and specialized treatment. Provides therapeutic services to clients requiring more comprehensive and specialized treatment. Evaluates new testing and treatment methods; recommends improved clinical procedures and testing/treatment equipment. Implements and manages programs; evaluates program standards and assesses patient progress based on program and individual objectives; coordinates services with other programs. Researches and designs unique/original equipment or techniques; may set standards in the area of assignment.

Clinical Assessment and Decision Making: Trains others in observing and recording patient data; serves as expert in interpreting specialized assessment tools. Trains others in documenting patient progress; serves as expert regarding treatment decisions in more difficult or complex assessments. Evaluates reports prepared by others; presents and discusses treatment plans involving more difficult or complex clients. Plans and implements data management modifications and improvements. Leads others in preparing analyses; leads efforts to modify and adapt research methodologies and protocols. Oversees staff, administrative, and clinical functions. Schedules, assigns and prioritizes work; determines work unit design.

Instruction: Trains, evaluates and counsels others. Develops, plans and administers educational programs. May provide consultative services within the community. Develops, plans and administers educational programs for students.

MINIMUM TRAINING AND EXPERIENCE:

Must complete either a four-year degree or a Masters degree in the therapeutic specialty area to which assigned. Some positions may require specific certification or licensure such as speech pathology, audiology, and occupational therapy. Specific jobs will require additional training and/or licensing upon selection.

Special Note: This is a generalized representation of positions in this class and is not intended to reflect essential functions per ADA. Examples of competencies are typical of the majority of positions, but may not be applicable to all positions.