



Tehsakititsén:tha

Kateri Memorial Hospital Centre

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www.kmhc.ca

Internal/External Job Opportunity

KMHC is an expanding hospital centre located on the vibrant Mohawk Territory of Kahnawake. We have a 58-bed inpatient facility in a homelike environment and extensive outpatient services. KMHC is dedicated to strengthening the health and well-being of Onkwehshon:'a (people) and providing quality health and preventative care services.

POSITION	Physiotherapist Indeterminate (Permanent) Full-Time (35 hours per week)
JOB SUMMARY	The Physiotherapist provides clinical and non-clinical physiotherapy service to Kateri Memorial Hospital Centre (KMHC), Kahnawake and outside communities. The Physiotherapist is a client centered interdisciplinary team member. They conduct physiotherapy assessment, treatment, education and management of outpatient, inpatient and home care clients. They provide education on self-management and prevention and is involved in the promotion of health and the profession.
REQUIREMENTS	Bachelor's or Master's Degree in Physiotherapy Current registered member and in good standing with of the L'Ordre Professionnel de la Physiothérapie du Québec (OPPO) Minimum three (3) years of clinical experience in orthopedic, geriatrics and neurology is considered an asset Experience in outpatient rehabilitation, community-based practice, or hospital settings is an asset.
SALARY	In accordance with the Quebec Ministry of Health and Social Services (MSSS) reference Code 1233, Group 772: Echelon 1 \$31.48 to Echelon 18 \$57.75 per hour , depending on experience.
DEADLINE	Thursday, October 15, 2026
APPLICATIONS	<u>Please submit a complete application package which includes:</u> ✓ Completed Application Form ✓ Letter of Intent ✓ Resume ✓ Proof of Educational Requirements ✓ L'Ordre Professionnel de la Physiothérapie du Québec (OPPO) License

You can find the following documents on www.kmhc.ca/careers:

- Job Description
- Application Form

Submit applications to:

kmhc.hr.kahnawake@ssss.gouv.qc.ca

*Please note that preference will be given to Indigenous candidates.
Incomplete submission packages will not be considered.
Only selected candidates will be contacted.*

TITLE:	Physiotherapist Group 772 Code 1233
DEPARTMENT:	
IMMEDIATE SUPERVISOR:	Manager of Outpatient Care
STATUS:	Determinate Full-Time (1-year)
EFFECTIVE DATE:	February 2006
REVISION DATE:	April 2009, April 2016, July 2022, May 2025, September 2026

JOB SUMMARY

The Physiotherapist (PT) provides outpatient physiotherapy services and inpatient coverage during staff absences, as required. The PT delivers clinical and non-clinical physiotherapy services to clients of Kateri Memorial Hospital Centre (KMHC) and the Kahnawà:ke community.

As a client- and family-centered member of the interdisciplinary team, the Physiotherapist assesses, plans, implements, and evaluates physiotherapy interventions to optimize mobility, function, independence, and quality of life. The PT provides education on self-management, injury prevention, health promotion, and wellness while contributing to the advancement of physiotherapy practice and rehabilitation services.

The Physiotherapist practices in a manner that is culturally safe, respectful, and responsive to the unique needs, values, beliefs, and preferences of Indigenous clients, families, and communities.

CLIENTELE SERVED

The Physiotherapist provides services to:

- Clients with orthopedic conditions across the lifespan
- Geriatric clients
- Clients with rheumatological conditions
- Clients with neurological conditions
- Outpatients
- Short-Term Care clients
- Long-Term Care clients
- Home Care clients, as required

RESPONSIBILITIES

The Physiotherapist:

- Adheres to the Standards of Practice, professional guidelines, and Code of Ethics of the Ordre professionnel de la physiothérapie du Québec (OPPQ).
- Adheres to and respects KMHC's Code of Ethics, mission, values, policies, and procedures.
- Supports the achievement of departmental, organizational, and community health objectives.
- Promotes a safe, respectful, and culturally responsive environment for clients, families, visitors, staff, and community members.
- Reports all risks, near misses, incidents, or accidents witnessed or identified on KMHC premises

- Provides care that is compassionate, client-centered, culturally appropriate, and trauma-informed.
- Works in an environment that honours and respects Indigenous beliefs, language, culture, traditions, and ways of knowing.

DUTIES

Clinical Responsibilities

Assessment and Treatment

- Prioritize and manage physiotherapy referrals according to clinical urgency and established service guidelines.
- Schedule client appointments based on clinical needs and service availability.
- Obtain informed consent before and throughout the provision of physiotherapy services.
- Establish and maintain therapeutic relationships with clients and families.
- Review relevant medical records and health information.
- Conduct comprehensive physiotherapy assessments to identify functional limitations, strengths, rehabilitation needs, and treatment goals.
- Analyze assessment findings using evidence-informed clinical reasoning and professional judgment.
- Develop individualized treatment plans in collaboration with clients and, when appropriate, families and caregivers.
- Establish measurable short- and long-term treatment goals.
- Implement interventions to reduce pain and improve or maintain mobility, strength, balance, coordination, endurance, circulation, function, and participation in daily activities.
- Monitor client response to treatment and modify interventions as required.
- Provide education regarding diagnosis, treatment options, self-management strategies, injury prevention, and health promotion.
- Develop home exercise and maintenance programs to support ongoing rehabilitation outcomes.
- Coordinate care with physicians, nurses, rehabilitation professionals, community providers, and other members of the interdisciplinary team.
- Refer clients to internal or external resources and services as appropriate.
- Determine the need for adaptive equipment, mobility aids, orthotics, and other assistive devices.
- Assist clients in accessing equipment through appropriate funding sources and programs.
- Educate and train clients, families, caregivers, and staff in the safe and effective use of equipment and assistive devices.
- Discharge clients from physiotherapy services when goals have been achieved or services are no longer indicated, completing appropriate discharge documentation.

Documentation and Communication

- Maintain accurate, timely, and professional clinical documentation in accordance with OPPQ standards and KMHC policies, including documentation within electronic medical records and computerized charting systems (e.g., MYLE).
- Document all clinical assessments, treatment plans, interventions, client progress, consultations, and discharge summaries.
- Maintain open communication with clients, families, caregivers, and members of the healthcare team regarding treatment plans and progress.
- Protect client confidentiality and comply with all applicable privacy legislation and organizational policies.

Clinical Supervision and Education

- Provide supervision, guidance, and instruction to rehabilitation assistants, students, and other support personnel involved in service delivery.
- Participate in clinical teaching and mentorship activities.

- Deliver in-service education and knowledge-sharing sessions for staff and healthcare professionals, as required.
- Maintain professional competence through continuing education and evidence-informed practice.

Administrative Responsibilities

The Physiotherapist contributes to the ongoing development, evaluation, and operation of physiotherapy services in collaboration with the rehabilitation team.

Program and Service Development

- Adhere to all KMHC physiotherapy policies, procedures, and guidelines.
- Participate in employee meetings, program planning, quality improvement initiatives, and departmental activities.
- Contribute to the evaluation, planning, organization, coordination, and continuous improvement of physiotherapy services.
- Participate in the development, review, and implementation of service standards, policies, procedures, and objectives.
- Support a work environment that promotes safe, ethical, and effective client-centered care.

Quality Improvement and Risk Management

- Participate in Risk Management, Quality Improvement, Accreditation, and Safety initiatives.
- Identify areas of potential risk and contribute to strategies that promote safe, high-quality care.
- Participate in service evaluations and quality improvement projects.
- Maintain clinical practice consistent with current evidence-based guidelines and professional standards.

Human Resource Support

- Participate in orientation and training of new staff, students, and support personnel.
- Contribute to performance appraisal processes, as requested.
- Support the supervision of physiotherapy assistants, rehabilitation support staff, and students.

Resource Management

- Assist with inventory management and procurement of equipment and supplies.
- Support the maintenance, repair, cleanliness, and safe operation of physiotherapy equipment and treatment areas.
- Adhere to Infection Prevention and Control (IPAC) standards and practices.
- Contribute to the responsible use of financial, physical, and environmental resources.

Reporting and Professional Activities

- Maintain required clinical statistics and workload reporting.
- Adhere to organizational Information Management policies and procedures.
- Contribute to annual reports and other required program reports.
- Participate in hospital committees and interdisciplinary initiatives, as required.
- Promote physiotherapy, health promotion, injury prevention, and wellness initiatives within KMHC and the community.
- Provide consultation and professional expertise to healthcare providers, community organizations, and stakeholders, as appropriate.
- Maintain effective communication and professional relationships within KMHC, the community, and external organizations.

- Maintain OPPQ registration and licensure in good standing, including all continuing education and professional requirements.

QUALIFICATIONS / REQUIREMENTS

Education and Experience

- Bachelor's or Master's Degree in Physiotherapy.
- Current registration and licensure in good standing with the Ordre professionnel de la physiothérapie du Québec (OPPQ).
- Minimum three (3) years of clinical experience in orthopedics, geriatrics, and neurology is considered an asset.
- Experience in outpatient rehabilitation, community-based practice, or hospital settings is an asset.

Knowledge, Skills, and Abilities

- Demonstrated physiotherapy expertise and commitment to clinical excellence through ongoing professional development and evidence-informed practice.
- Strong assessment, clinical reasoning, treatment planning, and problem-solving skills.
- Excellent verbal and written communication skills.
- Strong organizational and time-management skills, including the ability to manage caseloads effectively and meet scheduling expectations.
- Ability to work independently while collaborating effectively within an interdisciplinary team.
- Ability to provide professional, ethical, and client-centered care.
- Proficiency in clinical documentation and electronic health record systems.
- Knowledge of Mohawk language, culture, and history is an asset.
- Knowledge of French (spoken and written) is required.
- Demonstrated ability to work effectively with Indigenous clients, families, and communities.
- Understanding of factors affecting the physical, mental, emotional, and spiritual well-being of Indigenous peoples in contemporary society.
- Commitment to ongoing learning about Indigenous culture, language, history, and community priorities to enhance service delivery.
- Dynamic, self-motivated, responsible, and proactive in approach to work.

The employee shall perform the services outlined in the above job description, including any related or incidental duties and responsibilities that may be assigned to him/her at any given time.

Incumbent

Date

Manager