

Job Description

PHYSIOTHERAPIST – Career Entry Level

JLinks Physiotherapy

JULY 2025

About JLinks Physiotherapy

Founded in 2016, JLinks Physiotherapy was created to deliver the best and most effective and personalised physiotherapy services to people in our community. Since then, we've grown and diversified, offering physiotherapy, personal training, and group sessions, all delivered by a trusted team of employed professionals and expert contractors. Throughout our growth, our founding vision has remained unchanged.

We are an ambitious company in terms of the quality and growth of service we provide and the performance we create from our team.

Our Mission and commitment to people

At JLinks Physiotherapy, our mission is to help individuals realise their full physical potential through expert-led, personalised, compassionate, and safe care. Our care is grounded in strong evidence base and delivered through meaningful, professional, and trusted relationships.

We believe that when our team feels supported and valued, they deliver their best work and provide outstanding care. That is why we are deeply committed to the people who work with us.

At JLinks, you will experience the personal investment and flexibility of a small business where your voice is heard, your development is prioritised, and your contribution makes a visible difference.

We offer meaningful responsibilities, real opportunities for growth, and a working environment where individuals can thrive both personally and professionally.

Equally, we are committed to those we serve. Every decision is guided by a deep understanding of our clients' needs, preferences, and goals. We build lasting relationships based on trust, consistency, respect, and integrity, delivering care that meets people where they are and helps them get to where they want to be.

Our Values

We are guided by four core values that shape our culture, drive our decisions, and reflect who we are:

- **Excellence**
We aim high and consistently deliver outstanding safe and effective care and service, always striving to exceed expectations.
- **Integrity**
We act with honesty, transparency, and dependability in every aspect of our work.
- **Compassion**
We treat everyone, clients, colleagues, and partners with empathy, kindness, and respect.
- **Collaboration**
We work closely with others, valuing teamwork and shared goals to achieve the best possible outcomes.

Our Company Aims

We are ambitious about quality, performance, and people.

Our four central aims reflect this ambition and guide our daily work:

- **We live our values through our behaviours.**
We are friendly, compassionate, committed, responsive, reliable, and solution focused.
- **We prioritise safe, effective services.**
All services are evidence based, continuously evaluated, and focused on improvement.
- **We nurture a culture of growth.**
Innovation, professional development, and organisational learning are embedded at every level.
- **We advance the company together.**
Every team member contributes to better outcomes, service expansion, and financially sustainable growth.

Physiotherapist

Reporting to: Clinical Specialist Physiotherapist

The role

The job role, responsibilities, designated targets, tasks, and expectations will be personalised and shaped by the evolving needs of the business and aligned with how the post-holder's skills, strengths, and personal motivations can best contribute to achieving the company's objectives.

The Physiotherapist will primarily deliver physiotherapy services to clients in their own homes or care home settings, including the facilitation of group exercise sessions. The role involves managing a caseload of individuals with complex and varied pathologies at different stages of their rehabilitation journey, utilising the wide scope of Physiotherapy treatment and assessment skills, with the support of and after having been screened by, senior clinicians.

This role is integral to the delivery of high-quality, person-centred care and requires a physiotherapist who consistently demonstrates the values and behaviours of the company. The post holder will collaborate with colleagues to achieve the company's aims and mission and align their personal and professional development goals with broader business objectives.

Strong assessment, clinical reasoning, and physiotherapy diagnostic skills are essential. With support and training, the role will include the triage and management of individuals who may not have been assessed by other health professionals or undergone diagnostic investigations. This role is created for a newly qualified physiotherapist so regular senior support will be provided to facilitate confidence and competence growth within these skills as the individual settles into the role.

The post holder will need to work across multiple specialties and be open to building a variety of areas of clinical experience within the scope of physiotherapy.

Specific responsibilities include:

- Managing new enquiries and delivering clinical assessments and treatments.
- Autonomously managing a mixed clinical caseload with senior support provided as required
- Delegating to and training support staff
- Assisting in the development and promotion of new services and contributing to business growth.
- Being proactive in driving improvement and evidencing the quality of the services the company provides.

The home-visiting service currently spans south-east London, Kent, and neighbouring boroughs/counties, with potential for wider UK travel as the service expands. A full, clean UK driving licence and access to a vehicle are required. Travel into Ultra-Low Emission Zones (ULEZ) and other regulated areas will be necessary.

This is a dynamic and evolving role that will adapt to the company objectives and business plan and model.

The postholder must adhere to the company's policies and standards and discharge responsibilities as a Chartered Physiotherapist meeting HCPC and CSP standards.

Base of Work: Home-based (with regular travel for client visits)

Remuneration

Remuneration and salary packages are individually determined based on experience, qualifications, and responsibilities and performance within the role. These are confidential and should not be discussed with colleagues. This approach supports fairness and acknowledges the diverse skills and backgrounds of team members working to similar role descriptions.

Role Responsibilities

Clinical

- work within own scope of practice, seeking senior support & further learning to maintain clinical safety and to progress skill-mix experience
- Work confidently, competently, safely and autonomously with a complex community caseload, seeking senior support as required
- Assess patients, analyse the findings to formulate a diagnosis and develop a treatment programme based on the best available evidence.
- Work within the scope of Physiotherapy across a variety of clinical specialisms.
- Understand and adhere to safeguarding procedures, reporting concerns promptly and appropriately. Contribute to risk identification, mitigation, and reporting in line with clinical governance procedures.
- Design and implement treatment programmes in accordance with assessment findings and recording in clinical notes.
- Delegate clinical work safely and appropriately refer on with-in the team and to external partners and care providers.
- Manage new enquires and referrals following the relevant operational procedures to include delegation, diary management, safety netting of clinical needs and clinical signpost and triage.
- Proactively screen for physiotherapy need in existing places and new places of work – for example; care homes, charities and other community settings.

Clinical Leadership

- Collaborate with the senior managers to meet the company goals and objectives.
- Actively engage in your own appraisal process
- Demonstrate leadership through good self-awareness and self-reflective skills that promote the company's mission, values, behaviours, and strategic aims
- leadership that reflects the company's values, behaviours, and strategic aims, providing teaching, mentorship, and clinical expertise to support the development of the team.
- Escalate risks and concerns related to clinical quality, safety, HR, or training to the appropriate manager.
- Comply fully with company policies, procedures, and mandatory training requirements.

Team culture and sustainability

- Maintain own levels of professional development
- Promote and work towards business objectives and aims.
- Uphold the company's mission, values, behaviours and strategic aims to high-quality service and standards of care
- Be involved new staff or shadowing students
- Demonstrate a strong commitment to equity, diversity, and inclusion in practice, actively contributing to a positive and respectful culture.

Business Planning and Delivery

- Identify opportunities for business growth and actively promote the company's services to new and existing clients.
- Contribute to the development and implementation of Company's strategic and operational plans, adapting to evolving priorities and taking initiative to help drive the company forward.

Person Specification

Required Qualities & Behaviours (Essential)

- Customer-focused and solution-oriented in approach
- Works and demonstrates the company values and behaviours
- Confident in representing the company and promoting its core mission and brand messages
- High level of personal integrity and professionalism
- Collaborative team player who contributes positively to team culture
- Committed to continuous learning and professional development
- Practices inclusivity and works in a non-discriminatory manner
- Adaptable to meet evolving business requirements
- Self-motivated and able to inspire and motivate others

Professional Qualifications and Attitude

You will be:

- A HCPC-registered Physiotherapist (Essential)
- Chartered Society of Physiotherapy member (Desirable)
- Capable of managing a complex and busy caseload, prioritising effectively, with senior support and guidance (Essential)
- Committed to contributing to a high-performing and values-driven business (Essential)
- Able to build and maintain positive relationships across all levels (Essential)
- Able to work independently from home in an efficient and organised manner (Essential)
- Self-aware and able to seek guidance when needed (Essential)

Experience

You will have experience of:

- Physiotherapy student placements across a wide variety of specialities. (Essential)
- Physiotherapy student placements or previous physiotherapy assistant work in a community setting (Desirable)
- Assessing individuals with a range of clinical presentations and complex needs with senior guidance (Essential)
- Contributing to or understanding clinical governance frameworks in a community healthcare setting. (Essential)

Requirements – Essential

You will be required to:

- Have access to a car and be compliant to drive for work in the UK (ULEZ-compliant vehicle preferred)
- Comply with the company's Policies and Procedures (Essential)
- Understand and adhere to quality, safety and risk procedures, reporting concerns promptly and appropriately. Contribute to risk identification, mitigation, and reporting in line with clinical governance and information governance and people management procedures. (Essential)
- Work across all geographical areas covered by the company (Desirable)
- Occasionally work outside of normal working hours if required (Essential)

Skills and Competencies – Essential

You will have:

- Excellent, demonstrable basic clinical physiotherapy assessment skills and some treatment skills within a mixed clinical caseload
- Strong verbal and written communication skills, including the ability to present to colleagues and teams.
- Ability to work effectively with both individuals and groups in a clinical setting
- Proficient in using clinical management systems, Microsoft Office Suite, and cloud-based platforms including MS Teams and MS 365, demonstrating strong IT literacy.
- Able and willing to adopt new technologies, systems, and methodologies to enhance service delivery and operational efficiency.
- Confident in using smartphones and committed to adopting all work-required systems, while fully complying with data protection and cybersecurity standards.
- Strong organisational skills with high attention to detail.

Additional Information

- This job description is not exhaustive and may be subject to change in line with the evolving needs of the business. You may be required to carry out other duties as reasonably required, in keeping with the nature of the role. This job description is subject to regular review and appropriate modification. This is not a contractual document.
- This role is subject to satisfactory references and an enhanced DBS check and ability to undertake the role.
- All employees are expected to adhere to the company's policies and procedures, including those related to confidentiality, safeguarding, health and safety, equality and diversity, data protection, and information governance.
- You are expected to maintain professional registration (e.g. HCPC) and meet all requirements for continued professional development (CPD).

- This role may involve occasional travel and flexibility in working hours, including evenings and weekends, depending on service needs.
- The occupant of this post will, in the course of normal duties, acquire knowledge of confidential matters, including personal information about staff and patients and business intellectual property. All information is to be regarded as strictly confidential, whether it appears important or otherwise. Any breach of the rules of confidentiality or taking IP will be regarded as a serious disciplinary matter and may lead to dismissal.
- The GDPR gives individuals the right to find out what information, including personnel information, is held about them electronically and manual records. There is also a right to have inaccurate data corrected, blocked, erased or destroyed. To access your Personnel records, you will need to complete a "Subject Access Request Form" which is available from JLinks Data Controller.