**Practice Enhancement Coach**

**Contract Position**

The College of Physiotherapists of Ontario’s primary role is to protect the public and support physiotherapists in providing safe, quality, and ethical care. On occasion a Committee of the College identifies gaps in a physiotherapist’s knowledge, skills, abilities, or judgement and determines that working with a Practice Enhancement Coach would be an appropriate way to address the gaps.

Practice Enhancement Coaches are physiotherapists who are trained by the College to support physiotherapists in their practice.

This is a contract position. On average a coach will work on two to four files a year and each file will take approximately 20 – 25 hours to complete.

The majority of the work can be completed virtually. On rare occasions coaches may need to attend in-person meetings. All travel costs are covered by the College.

**What does a Practice Enhancement Coach do?**

* Review a committee’s decision regarding a physiotherapist's practice, and areas for improvement
* Work with the staff team to develop a coaching plan including SMART goals
* Schedule the coaching session (days, evenings or weekends depending on schedules)
* Prepare for coaching sessions (review patient charts, submitted assignments etc.)
* Conduct the coaching sessions (most are held virtually) deploying engaging techniques to foster a supportive learning environment and encourage open dialogue.
* Prepare an objective report following each session
* Be available to answer questions about the reports
* Offer feedback and resources to each participant that encourage professional growth.
* Participate in ongoing training

**To be considered as a Practice Enhancement Coach, candidates must:**

* Be registered with the College of Physiotherapists of Ontario
* Be well versed in the College’s Standards, tools and resources
* Understand the College’s role, the concept of self-regulation and what it means to act in the public interest
* Have worked as a physiotherapist (holding an Independent Practice Certificate) in Ontario for the past 10 years
* Experience in coaching, mentoring, or teaching within a healthcare setting.
* Be able to communicate professionally and possess excellent verbal and written communication skills
* NOT be a current member of the Board or a Committee member (but can be an assessor or an examiner)
* NOT have been involved in an investigation that has resulted in a   
  Caution, Acknowledgment and Undertaking, Specified Continuing Education or Remediation Program (SCERP), Interim Order, Discipline Hearing or Fitness to Practice Hearing
* NOT have not been delisted or had billing privileges terminated by a third-party payor

**Preference will be given to candidates who have one or more of the following:**

* Have extensive experience in homecare, long-term care or community care
* Have past or present experience supervising physiotherapist assistants (PTAs)

**Terms and Working Conditions**

* Practice Enhancement Coaches are part of a coaching team and are assigned to files as required, based on specific needs.
* Practice Enhancement Coaches are compensated for their time at $65 per hour and travel costs are covered, if applicable

**How to Apply**

If you are interested in this position, please apply by sending your resume and cover letter via email to our Program Lead at [committeesupport@collegept.org](mailto:committeesupport@collegept.org) no later than **Monday, April 14, 2025**.

Please include the name of the role you are applying for plus your first and last name in the subject line (Subject: Practice Enhancement Coach, First Name, Last Name).

Thank you for your interest in this position; only applicants selected for an interview will be contacted.

The College of Physiotherapists of Ontario strives to build diverse teams that reflect the communities we work in, and encourages applications from traditionally underrepresented groups including women, visible minorities, Indigenous peoples, people identifying as LGBTQ2S+, veterans, and people with disabilities.

Please let us know if you require any accommodation to participate in this recruitment process by sending an email to [committeesupport@collegept.org](mailto:qualityassurance@collegept.org).