

## **AntiFragile Physical Therapy – Physical Therapist Job Description**

### The Mission of the Physical Therapist

At AntiFragile, our mission is simple: provide world-class customer service alongside exceptional physical therapy care.

Success in this role means more than great clinical outcomes. We care about patient satisfaction, long-term relationships, practice growth, and the details that make patients feel genuinely taken care of.

### The Role:

We're growing and looking for a part-time to full-time Physical Therapist to join our team to help us continue providing exceptional care to more people in our community.

We pride ourselves on exceptional clinical skills and outcomes, but great physical therapy is about more than what happens during a treatment. The ability to connect with clients, contribute to a team, and genuinely care about the people around you is paramount.

This role is highly self directed and requires someone with extraordinary attention to detail. You'll have the freedom to take ownership of your work, while also being part of a team that collaborates, learns from one another, and holds each other to a high standard.

If you LOVE working with patients in a hands-on setting, want to broaden your experience and skillset, and want to be part of a team that works hard, collaborates, and ENJOYS what they do, then we need to talk...

### Who Are We?

AntiFragile Physical Therapy is the clinic everyone wants to work for. We provide one-on-one care, don't accept insurance, and have built our practice through steady, organic growth.

We're entering an exciting period of growth and are looking for 1 to 2 physical therapists with the right skill sets to help us serve even more people in our community. This is an opportunity to grow alongside the practice while receiving WEEKLY one on one mentoring from fellowship trained physical therapists in a fellowship / residency style environment.

Wesley founded AntiFragile with a desire to provide better, more focused care to the Asheville community. Since then, he has become a multiple award winning therapist and built a PT team dedicated to providing that same level of exceptional care.

At AntiFragile, we provide elegant solutions to movement and pain problems in a caring environment. Our approach is centered around the goals of our clients and focuses on helping people move and feel better without drugs, surgery, or injections.

This is a part-time to full-time position based in our River Arts location, with the opportunity to work in South AVL as that location evolves.

Our company website is here: [www.antifragilept.com](http://www.antifragilept.com)

This opportunity is an awesome opportunity for someone who:

- LOVES working in a smaller and more friendly setting than a “big box” physical therapy clinic
- Wants to work one-on-one with patients, no overlapping appointments
- Wants to work in a relaxed, NO-DRAMA environment where office politics, gossip and negativity are NOT tolerated. However, humility, curiosity, humor are expected.
- Wants to work at a company where they can LEARN and refine core components of physical therapy and develop your clinical, team and communication skills
- Is extremely detail-oriented and appreciates people who take an organized, systematic approach to achieving success.
- Likes the idea of working for a smaller (but growing) company where their ideas and contributions directly impact the company’s success, direction and growth.
- Wants a position that will offer upward earning and career advancement; we want people who are interested in growth, learning and even becoming part of our ownership team long-term
- Looks forward to working for their CLIENT, not giant insurers.

#### Responsibilities and Activities:

This role goes beyond treating patients. We’re looking for someone who takes ownership of the entire client experience and contributes to the continued growth of AntiFragile.

This happens through the following activities:

- Do everything possible to get the best outcome for every patient
- Ensure that patients achieve their clinical and health/lifestyle outcomes (in the time frame you set)
- Develop a life-long relationship with patients that benefits both the patient and the clinic
- Confidently communicate the value of our service and your skills during the conversation about price with clients and referral sources
- Ensure that 92% of your patients arrive for their treatment as scheduled
- Provide a high level of customer care that will cause patients to want to come back frequently
- Increase referrals by providing a high level of connection to your patients and referral sources
- Ensure that every patient complete a plan of care that they agree too
- Ensure that clinical notes are kept up to date and accurate
- Participate in, contribute to, and help to develop the in-house educational training program that is provided to all physical therapists and other staff
- Participate in company book/article reads

- Assist in the execution of in-clinic/virtual workshops, race tables, and other marketing events on a regular basis.
- Be on hand to participate in and contribute to the clinic's social media activity
- Do patient call backs without being asked and be willing to speak to patients who have dropped off schedule
- Develop self-directed professional learning and growth plan for AntiFragile to support

#### Skills Required:

We're looking for someone who is committed to continuously developing both their clinical reasoning, critical thinking, PT skills and their ability to connect with people.

This includes:

- Above average physical therapy skills that will be developed continuously
- World class communication skills that are developed continuously
- The ability to communicate in a way that allows patients to confidently say yes to a full plan of care
- Accountability and a willingness to be coached and improve every aspect of your role
- The ability to engage and connect with patients at the people level, not just the clinical level
- A deep understanding of patients' internal and external problems
- Excellent organizational, time management, and problem solving skills
- The ability to work under deadlines and stay on schedule
- The ability to plan work so that it is completed on time
- The ability to communicate the value of physical therapy with strategic partners and referral sources
- The ability to communicate with ALL staff in a way that makes each team member feel respected and valued.

#### Location:

We are located at 408 Depot St, Suite 160, Asheville NC 28801 in the River Arts District. The role may extend to a second clinic location

#### Your Compensation:

- Exceptional hourly pay, up to \$75 per hour for billable time, \$32 for assigned admin tasks, and \$100 for planned marketing events
- Profit sharing structure based on position and company goals  
INCREDIBLY flexible unpaid time off opportunities when metrics are met
- 401k with automatic match at 4%
- Quarterly profit sharing
- Top level mentoring (typically weekly for the first several months and then evolves to fit each employee) and in house education opportunities (such as case study review, manual therapy practice and instruction in advanced techniques)
- Multiple discounts with business partners

How to Apply:

Please apply ONLY if you are the type of physical therapist who is willing to learn and grow in every aspect of your role. Because we are an out-of-network clinic, we do need you to talk to patients about the value of physical therapy, and if you don't want to do that, DO NOT APPLY. We are a high-value, high-service cash-pay clinic and we do need to ask for payment from patients in order to provide such a service. This is not a big-box clinic where clients have no idea what they're paying until a surprise bill shows up months down the road.

To apply, please fill out this survey and include your resume, cover letter, and any other supporting documentation towards why you would be a great fit to join our team. Once you have completed the survey, you will receive an email prompting you to complete a video portion of our application process.

Application Survey Link:

[https://docs.google.com/forms/d/e/1FAIpQLSdDFDx0hex4KcMU7PqFksUBH7Hduv4bnXAB3dT\\_hj-8ar3hGLA/viewform?usp=dialog](https://docs.google.com/forms/d/e/1FAIpQLSdDFDx0hex4KcMU7PqFksUBH7Hduv4bnXAB3dT_hj-8ar3hGLA/viewform?usp=dialog)

You may also call our office for more information at (828) 242-0343.