



ACTON • BURLINGTON • CAMBRIDGE • ELORA • GEORGETOWN • GUELPH • ORANGEVILLE

2024 brings a new exciting collaborative Pediatric Physiotherapy Program. **EPA for Kids** is partnering with **Kids Can Shine Pediatric Therapy Services**. This will allow us to bring full pediatric services to initially the Guelph and Elora communities.

Check out our growing social media presence.



Elora is the home of Kids Can Shine Pediatric Therapy Services, and as a result boasts a robust pediatric client base, in addition to our orthopaedic caseload with our Physio team. We are looking to build our pediatric physiotherapy team at both our Guelph and Elora sites.

We have a **Full-Time Physiotherapist role** Elora or split between our Elora & Guelph sites. Be part of this new initiative and work with our growing multi-disciplinary team of Physiotherapists, Occupational Therapists, Speech Language Therapists and more! We have developed a unique Pediatric mentoring team, in addition to the leaders EPA offers in both Orthopaedic and Pelvic Health Physiotherapy.

New graduates are welcome to apply. Salary Range \$37-85 per hour depending on years of experience and courses/educational backgrounds.

Are you ready to be a part of something extraordinary? Do you want to work in the scenic community of Elora, named Ontario's most beautiful village and just a short distance from Guelph, Fergus, Kitchener, Waterloo and other neighbouring cities? Nestled in the heart of Elora, you'll discover a community that boasts an abundance of hiking and biking trails, as well as picturesque places to explore such as the Elora Gorge and Conservation area, Elora Mill and a bustling tourist downtown core with lots of amenities, restaurants and unique artistic inspirations all around the town. Here, you'll develop a deep connection with our clientele and the surrounding community.

To learn more and get a glimpse of our Elora clinic.



Eramosa Physiotherapy Associate is your destination for an enriching career in physiotherapy. With 26+ years of excellence in orthopaedic and pelvic health physiotherapy, we're seeking passionate individuals to join our growing team in beautiful Elora and **make your Pediatric Physiotherapy Footprint!**



ACTON • BURLINGTON • CAMBRIDGE • ELORA • GEORGETOWN • GUELPH • ORANGEVILLE

What sets us apart and why you should join our team?

- At EPA, we believe in the continuous growth of our physiotherapists where clinical mentorship and education are intertwined to deliver evidence-based client care to ensure that every client of EPA achieves their individual goals. We have unique incentives for experienced physiotherapists who want mentorship and leadership roles.
- The birth of our Pediatric Physiotherapy program shows that EPA is here to support our physiotherapists and their goals!
- With a network of over 40 experienced Physiotherapists across our 10 clinic locations, you'll have the opportunity to collaborate and receive support in enhancing your skills as a Physiotherapist.
- Our Elora clinic is already home to Kids Can Shine Pediatric Occupational Therapy services, FCAMPT, pelvic physiotherapists and new graduate physiotherapists. Our culture is mentoring and & ongoing education. We are looking to continue to build on our multi-disciplinary team of Physiotherapists, Registered Massage Therapists, Occupational Therapists and PTAs. If you are excited to become a leader in this environment, we want to provide you with the ideal environment to grow your leadership skills
- We have built our ownership group from our experienced physiotherapists who believe in supporting our team and working with our clients to achieve their unique healthcare goals. We have a 27-year history of providing an ownership structure that allows our Physiotherapists to help mould the future of Eramosa Physiotherapy Associates

• Our mentorship and education program is currently led by Senior Physiotherapist, Kristin Long, who is an Assistant Clinical Professor within McMaster's Physiotherapy and OMPT programs, an instructor within the Orthopaedic Division's AIM program and who was recently nominated for the "Golden Hands Award" for excellence within Orthopaedic Physiotherapy. Building this pillar is creating yet another opportunity for another Experienced Physiotherapist to become a leader in the future.

We work with leaders to create mentorship streams that include:

- Collaborative dedicated Pediatric Rounds bringing experts from the community including seasoned Pediatric Physiotherapists, Occupational Therapists, Speech Language Pathologists and more!
- Collaborative Orthopaedic Staff Rounds guided by our team following unique courses, community experts and more • Pelvic Health Physiotherapy and Concussion Rounds facilitated by our in-house seasoned Clinical Leads • Emerging Leaders Rounds facilitated by leaders in our organization are designed to help you enhance your leadership, customer service and team collaboration skills • Foundational Ortho Rounds, fondly known as "a joint in a nutshell" where you'll gain clinical insights, tidbits and knowledge for treating our common joints from experienced physiotherapists



ACTON • BURLINGTON • CAMBRIDGE • ELORA • GEORGETOWN • GUELPH • ORANGEVILLE

- Paid OCE prep sessions to help you prepare for the Ontario Independent licencing exam, including a mock exam with individualized feedback and coaching.
- Assigned 1:1 Provisional Practice Supervisors who are paid to help you. You don't need to ask for help, they are paid to meet with you to review charts, brainstorm treatment plans and help prepare you for the OCE
- We will help you build your confidence in building your caseload to ensure that you are providing evidence-based care so your clients can achieve their goals! 4 weeks of a guaranteed salary when you start with us to give you the breathing space to get your feet off the ground.
- \$2,000 Flex Benefit allowance per year for educational courses and medical expenses, which advances to exclusive education and further healthcare benefits PLUS exam FCAMPT and Sport Exam completion bonuses
- Signing bonuses include payment of a Pediatric Physiotherapy course outside of your annual educational allowance, in addition to a Flex Benefit allowance

What we offer you?

- Pay model that is a progressive hourly rate that ranges from \$37-85/hour, supplemented for experienced physios by percentage-based split top-up bonuses, clinical lead stipends, and shareholder dividends.
- This includes vacation pay that increases with company loyalty, paid statutory and sick time, access to our company pension plan
- Other perks - \$150 annual fitness allowance, opportunity to participate in the company pension plan, and group benefits plan and further opportunities to access further education funding through our 3x/yr available Professional Development Fund
- Gradual build to full physiotherapist schedule. Seasoned physiotherapists on average treat 1.9 clients/hour. As a new grad, we include catch-up time to help you focus on your client care. We offer longer complex treatment times for those physiotherapists who have the skill set to provide extra value to their clients *Paediatric AX is 60 min, with a 40-min follow-up
- 5+ new client assessments per week to help build your caseload quickly, so seasoned physiotherapists can quickly qualify for our percentage-based top-ups
- Paid time for completion of new hire onboarding and training
- Clinic team-building activities and company events as part of our "Great Place to Work" initiative. We regularly host events and invite staff to attend company-sponsored team activities, annual year-end holiday parties, and community fundraising events that our employees value.
- A robust and consistent marketing campaign that readily generates 2-3 new clients per shift as you build your caseload and regular outreaches with our referral sources
- Strong connection with local physicians and allied health professionals



ACTON • BURLINGTON • CAMBRIDGE • ELORA • GEORGETOWN • GUELPH • ORANGEVILLE

- Tap into our growing roster of other health providers such as Occupational Therapy, Counselling Services and Psychotherapy, Nutrition and Wellbeing in support of providing additional resources and referrals for your clients
- An incredible and knowledgeable administrative team that supports all our bookings, billing and paperwork needs

As you grow with our team, you can take your Physiotherapy career to the next level:

- Take on clinical leadership roles and receive stipends over and above your clinical hours
- 6-year experience or Intermediate Exam status physios are eligible for percentage base bonuses, on top of base hourly rates
- 10 years' experience or Advanced Exam status physios qualify for an increase to percentage base bonuses, on top of higher base rates
- Partnership/shareholder opportunities for seasoned EPA physiotherapists who demonstrate excellence in physiotherapy and entrepreneurial strengths...that is how we grow!

At EPA, we believe that our strength lies in our commitment to **our core values**. If you exemplify these qualities, we want to hear from you:

- Professionalism
- Willingness to go above and beyond
- Dedication to ongoing Education and skills development
- Client focus
- Positive team member
- Adaptability

Required Competencies

- Must be a Registered member, in good standing with the College of Physiotherapists of Ontario
- The ideal candidate will already be a member of the Paediatric Division of CPA
- Pediatric Pelvic Physiotherapy skills or an interest is an asset

If you are interested in learning more about EPA and are looking for a new opportunity to work in Elora, email your resume to craig.dixon@eramosaphysio.com or hr@eramosaphysio.com and reach out to us today!