

# Patients **you know.** In a community you love.



At Encompass Health, our Therapy Career Ladder offers structured pathways for professional growth while staying close to home and heart. As part of an interdisciplinary team, our therapists thrive in a rich learning environment, working collaboratively with rehabilitation physicians, nurses, case managers, pharmacists, dietitians, respiratory therapists and more. This unique team-based approach empowers therapists to make a meaningful impact, advance their skills and grow their careers in an environment that values expertise and compassionate care.

## Careers close to home and heart: therapy career ladder

At Encompass Health, our therapy career ladder is designed to help you grow, succeed and be recognized for the incredible work you do. Here's how we support your career advancement and professional journey:

- **Engage and contribute:** We encourage therapists to play an active role in hospital operations, clinical care and patient outcomes. Your voice and expertise matter.
- **Advance professionally:** Whether it's through research, certifications, mentoring, training, publishing, program development, leadership or community involvement, we provide
- **Be Recognized:** Your contributions deserve recognition. We celebrate your accomplishments and milestones as you grow your career with us.
- **Support your career path:** With clearly defined bonus opportunities and transparent requirements, we help you achieve your goals and advance your career.
- **Focus on development:** We provide tools to set specific performance goals and create professional development plans tailored to your success.
- **Make an impact:** By enhancing clinical and management effectiveness, we help you improve outcomes, drive results and increase overall success.

Your growth is our priority. Take the next step in your therapy career with Encompass Health—where opportunity and recognition meet.

## Therapy career ladder levels

### Clinician 1

40 hours of continuing education,  
2 professional activities

### Clinician 2

120 hours of continuing education,  
3 professional activities

### Clinical Specialist 1

180 hours of continuing education,  
5 professional activities

### Clinical Specialist 2

240 hours of continuing education,  
7 professional activities

### Clinical Specialist 3

300 hours of continuing education,  
9 professional activities

## Professional activities include:

- Research
- Evidence review
- Author a research paper in a peer-reviewed journal
- Teaching/education
- Program champion
- Program development
- Student clinical instructor
- Mentoring/onboarding/precepting
- Professional service
- Specialty certifications

## Benefits for all aspects of your life

- Benefits start on day 1
- Medical, dental and vision plans
- Flexible spending and HSA accounts
- Employee stock purchase plan
- Employee Assistance Program
- 401(k) plans
- Company holidays
- Paid time off



## The Encompass Health Way



Set the standard



Focus on the positive



Lead with empathy



Stronger together



Do what's right

[careers.encompasshealth.com/therapy](https://careers.encompasshealth.com/therapy)



**Encompass  
Health**

Rehabilitation Hospitals