



CENTRO DE MEDICINA COMPLEMENTARIA VIZCARRA
Quiropraxia – Acupuntura – Fisioterapia – Nutrición

Chiropractic Associate

Open to: all interested candidates

Requirements: Doctor of Chiropractic diploma issued by a recognized educational institution in the US or from another country where the profession is accredited. Physical, mental, and emotional ability to work long hours and within a developing country. Positive attitude and continuous drive to grow. High energy, confident and real passion for providing high quality chiropractic care as a member of a fast-paced clinic which conducts its activities in and out of premises. Hard work ethic and team player mentality.

Position: Chiropractic Associate

Number of Positions Available: Two (02)

Location: Arequipa, Perú

Work Hours: Full time; 40 hours/week

Starting Time: The candidate is required to start working on March 1, 2019

What We Offer:

- The offered position includes a free of cost living space consisting of an individual room with basic furniture and free services (electricity, WiFi, hot water and TV cable)
- Competitive salary made up of a fixed percentage of profits and performance based incentives
- An established practice with existing patients, coupled with an opportunity to grow your patient, language and chiropractic skills
- Opportunity for work/life balance, while the overhead administration is managed by the Clinic's administrative personnel and Director
- Flexibility in adjusting techniques, and opportunities for providing care to a diverse population
- Average volume practice treating chronic/acute health care Condition and Wellness Patients
- Brand new and modern equipment in renovated offices

Salary Structure: The salary per associate is made up of two components. Mainly, a fixed percentage (10%) of the clinic's monthly profits obtained only from chiropractic health care services (completed chiropractic health care plans or adjusting sessions) rendered to patients during working hours either inside or outside clinic premises. This could roughly amount as "average" per month about S/ 1000 Peruvian Soles or its equivalent in US dollars \$330 per month. Also, part of your salary, are occasional bonuses (within a maximum of 3 bonuses per year) issued upon work performance and accomplished clinic goals, they could add between a minimum of \$80 to a maximum of \$150 US dollars total per bonus. The following are measurable practice revenue sources which will be periodically evaluated and serve as set criteria for granting a bonus to the associate:

- Number of appointment slots filled
- Number of patients seen
- Patient no-show rate

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- Number of new patients seen
- Patient waiting time (from arrival to departure)
- Percentage of patient recalls that make appointments
- Number of home product shoppers “sold” (patients that become clinic shop customers)
- Percentage of patients that pay for their treatment in full at time of first appointment
- Average total charge, percentage and number of therapeutic and supplement products sold
- Average add-on sales (of additional treatments plans for different complains than the main one being treated), both numbers and amount

Major Duties and Responsibilities

When work is performed outside clinic, a service charge is usually applied to a patient individually and per session. When treated inside clinic, most of the associate work will happen here, a patient or a family are placed on a specific clinic’s health care “Plan” that has a set cost and number of visits. Transportation and hotel expenses for the associate when work is performed outside the city of Arequipa are covered by the clinic. Our clinic offers a system of different plans where a patient or a family do not pay per appointment but for a whole comprehensive treatment. Within these plans, patients will receive their care mainly through chiropractic manipulative therapy but also from other therapies (with the exception of acupuncture and massage therapies) which may prove necessary and pertinent for solving the patient’s health condition, including but not limited to therapeutic exercise and stretching, manual soft tissue therapy, spinal traction, taping, electro therapy, laser therapy, ice and heat therapy, diet and nutritional counselling, lifestyle modification counseling, etc. These last additional therapies performed on patients as part of their plan don’t get charged separately but are considered to be included in the original cost they paid. Chiropractic associates for the “Centro de Medicina Complementaria Vizcarra” share responsibility for many of the described health care activities throughout the organization. These activities include:

- Assess a patient's medical condition by reviewing their medical history, listening to the patient's concerns, recording vital signs and performing a physical examination
- Analyze the patient's posture, spine, and reflexes
- Conduct tests, including evaluating a patient's posture and x rays
- Identify health problems, provide a diagnosis and prepare a feasible and comprehensive treatment plan on paper which should closely resonate with the current clinic’s protocols/therapies and to be approved by the clinic’s Director
- Provide neuromusculoskeletal therapy (inside premises and outside during street/mall/private company and other cities campaigns and chiropractic set ups), which involves adjusting a patient's spinal column and other joints mainly by hand but also with the occasional assistance of adjusting instrumentation
- Give additional treatments, such as applying heat or cold to a patient's injured areas
- Advise patients on health and lifestyle issues, such as exercise, nutrition, and sleep habits
- Refer patients to other health care professionals, if needed
- Represent the clinic during outdoors Spinal Screenings performed at different venues and cities
- Participate from health talks during patient education meetings at different venues



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Some other smaller duties may include the following:

- Registering arriving patients
- Checking out departing patients
- Managing patients' files
- Checking in and out chiropractic equipment and supplies
- Transferring patients
- Maintaining an orderly work area
- Laundering towels and gowns used in the office
- Maintaining other inventories
- Answering phones

To Apply:

Please fill out the form at <http://www.colcamissiontrips.com/job-oportunities/> to complete your application. Contact Dr Rogger Vizcarra at quiopraxiavizcarra@gmail.com with any questions.

Please learn more about our work through our website at www.colcamissiontrips.com