



# Work Health and Ergonomics Specialist (ATC, PT, OT)

## WorkWell Prevention & Care

Full-time, salaried, benefits eligible | Remote between projects | Travel 50% or more

Spend time where the work happens. Talk with the people doing it. Use your clinical knowledge to help make that work safer.

WorkWell is looking for an athletic trainer, physical therapist or occupational therapist who enjoys figuring out how people move, what their jobs require, and what could work better. In this consulting role, you'll visit employer workplaces to conduct functional job analyses, develop functional job descriptions, assess ergonomic risks, and contribute to testing and other injury prevention projects.

You'll work directly with employees and employer teams, with WorkWell's clinical and project management colleagues alongside you throughout the project. It's an opportunity to apply your clinical skills across different workplaces and build expertise in occupational health consulting.

## What makes this role different

- Variety in the work. Projects take you into different workplaces, where the job demands, people and questions change. You'll combine onsite assessment with analysis, writing and consultation.
- Collaboration with people who know the job. Employees and supervisors help you understand how work actually gets done. You'll also work with HR, safety and operations to turn your findings into practical tools and recommendations.
- Clinical colleagues to learn from. WorkWell training and mentorship help you develop our assessment methods. You'll exchange ideas with PT, OT and ATC colleagues and support clinicians using the programs you help develop.
- Ownership of your projects. You'll contribute from the initial scope discussion through onsite work and final deliverables, with project management support to coordinate the work.

## What you'll do

- Observe and measure physical job demands through functional job analysis (FJA), working with employees and other subject matter experts.
- Develop clear, accurate functional job descriptions (FJDs) that reflect the work being performed.
- Develop job-specific post offer employment testing (POET) and return-to-work assessments using WorkWell methodology.
- Conduct ergonomic risk assessments and explain practical recommendations to employer teams.
- Review and update existing job documentation and testing protocols as jobs change, through onsite and virtual projects.
- Help define the scope of consulting projects and collaborate with clinical, operations and project management colleagues to deliver them on time.

## **What you'll bring**

- A degree from an accredited athletic training, physical therapy or occupational therapy program, with current professional credentials and applicable licensure.
- Clinical experience evaluating movement and physical function, with an interest in applying those skills to workplace injury prevention.
- Curiosity and strong listening skills. You're comfortable asking employees how a job works, testing your assumptions and learning from their experience.
- Clear communication and strong documentation skills. You can explain findings to different audiences and turn detailed observations into useful deliverables.
- The organization to manage project deadlines, follow through on commitments and work independently between site visits.
- A collaborative approach. You welcome feedback, share what you know and ask for help when you need it.

Experience in occupational health, job analysis, ergonomics, functional evaluation or post-offer testing is preferred. Familiarity with WorkWell programs is a plus. We also welcome clinicians with relevant transferable experience who are ready to build these skills through training and mentorship.

## **Travel and work arrangements**

This is a remote role between projects, with extensive travel to customer workplaces throughout North America, typically 50% of the time or more. Site visits generally require 3–6 days away and may occur in consecutive weeks. When you're not traveling, you'll complete documentation, collaborate virtually and prepare for upcoming projects. The role reports to the Director of Operations.

## **About WorkWell**

WorkWell partners with employers to prevent and treat musculoskeletal injuries through scalable programs integrating prevention, early intervention, ergonomics, testing, and treatment. We help reduce injuries, lower costs, improve productivity, and build healthier, safer workplaces—turning employee well-being into a measurable strategic advantage.

If you enjoy solving practical problems with people and want to use your clinical skills in employer consulting, we'd like to hear from you.