



PLUMPTON

COLLEGE

| Commercial Hydrotherapist | |
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| Reporting to: | Director of Veterinary Sciences and Canine Therapies |
| Working Hours: | Bank hours |
| Salary: | £16.24 per hour plus £2.10 holiday pay |

Job Purpose

To deliver safe, effective, and evidence-based hydrotherapy treatments that support the rehabilitation, fitness, and overall wellbeing of dogs. This includes assessing each dog's physical condition, creating tailored hydrotherapy programmes, and carrying out therapeutic sessions designed to improve mobility, build strength, reduce pain, and enhance recovery from injury, surgery, or chronic conditions. The role also involves educating and supporting owners, maintaining high welfare standards, and working collaboratively with veterinary professionals to ensure the best outcomes for each patient.

1. Clinical and Therapeutic Duties

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| a. Conduct initial assessments, gather medical histories, and identify appropriate hydrotherapy goals. |
| b. Develop tailored treatment plans based on each dog's condition, mobility, and temperament. |
| c. Deliver hydrotherapy sessions using equipment such as underwater treadmills and hydrotherapy pools. |
| d. Monitor patient progress and adjust treatment plans according to clinical need. |
| e. Maintain accurate, professional clinical records in line with regulatory and organisational standards. |
| f. Liaise with referring vets, physiotherapists, and other clinicians to support an integrated approach to care. |
| g. Identify and escalate clinical concerns, changes in condition, or welfare issues promptly. |

2. Animal Welfare and Safety

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| a. Ensure the highest standards of animal welfare, comfort, and stress reduction at all times. |
| b. Follow strict hygiene, water quality, and infection-control procedures. |
| c. Conduct pre-session health checks and ensure dogs are fit to swim or undergo hydrotherapy. |
| d. Maintain safe working environments, equipment, and handling techniques. |

3. Client Care and Communication

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| a. Provide clear explanations of treatment plans, expected outcomes, and home-management advice. |
| b. Build strong, supportive relationships with owners, offering guidance with empathy, and professionalism. |
| c. Communicate progress updates and maintain transparency around treatment plans and goals. |

4. Operational and Administrative Duties

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| a. Keep detailed treatment notes, consent forms, and veterinary referrals up to date. |
| b. Assist with scheduling, appointment management, and operational organisation where required. |
| c. Uphold industry standards, professional codes of conduct, and insurance requirements. |

5. Continuous Professional Development

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| a. Participate in staff development activities to support Continuous Professional Development (CPD) and keep a Professional Development Portfolio (PDP) to evidence personal development and impact on practice. |
| b. Actively participate in the College performance management processes, including appraisals to support personal and professional development and enhance student experience. |
| c. Complete all mandatory training as required in line with college expectations. |

6. Other responsibilities and duties

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| d. Participate in staff and student recruitment campaigns, interviews, Open Days, and promotional/information events. |
| e. Contribute to and support delivery of the college strategic plan. |
| f. Comply with the departmental operating plan and contribute to action plans as needed. |

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| g. Ensure all safeguarding policies and procedures are followed. |
| h. Any other duties connected with the post as are reasonably required from time to time. |

Qualifications / Skills / Knowledge / Qualities

At Plumpton College we are:

- Ambitious and Progressive
- Enterprising
- Professional
- Supportive
- Passionate

Essential Criteria for this post

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| a. Level 3 Diploma (or equivalent) in Canine Hydrotherapy. |
| b. Experience operating and maintaining underwater treadmills or hydrotherapy pools. |
| c. Strong understanding of canine anatomy, biomechanics, and common musculoskeletal conditions. |
| d. Understanding of hydrotherapy contraindications, post-surgical rehab, and long-term condition management. |
| e. Confident in safe canine handling and behaviour management. |
| f. Excellent communicator with highly developed interpersonal skills. with both owners and veterinary professionals. |
| g. Ability to create and adapt personalised treatment plans. |
| h. Competence with clinical record-keeping and professional documentation. |
| i. Commitment to high welfare standards and evidence-based practice. |
| j. Demonstrate a strong desire to work collaboratively as part of a high performing team. |
| k. Comprehensive and well-developed IT skills, experience in problem solving, and a flexible and adaptable approach. |

CONDITIONS OF EMPLOYMENT

Working Hours

Basic working hours are from 08.30 to 17.00 Monday to Saturday, but some flexibility will be required to meet the needs of the business. This is a bank post. There will be evening and weekend working required to support business activities, and whole college recruitment and promotional events.

Continuous Professional Development (CPD)

This post will be entitled to CPD for skills updating, personal and professional development. All CPD must be planned, agreed and booked with your Line Manager.

Benefits

The candidate appointed to the post will automatically become a member of the Teacher Pension Scheme and pay contributions as determined by annual salary levels. The pension scheme includes life assurance cover, and the College will also pay a contribution towards your pension. There is also free car parking and a competitively priced dining room service.

Equality and Diversity

Plumpton College is committed to the promotion of equal opportunities and is dedicated to pursuing non-discriminatory policies and practices and eliminating unfair discrimination on any basis. This means that no job applicant will receive less favourable treatment than another on grounds of gender, marital status, age, racial origin, disability, sexual orientation or political or religious beliefs.

Criminal Record Check via the Disclosure Procedure

The Rehabilitation of Offenders Act 1974 gives individuals the right not to disclose details of certain old offences when asked about their criminal record as they may be defined as 'spent'. There are exemptions to this if the individual is offered a post which involves contact with children or regular work at an establishment exclusively or mainly for children.

The post you have applied for falls into this category and, therefore, requires a criminal background check.

If a job offer is made, you will be asked to apply for a DBS Disclosure Certificate. The Disclosure Certificate will contain details of current and "spent" convictions, cautions, reprimands or warnings held on the Police National Computer, excluding certain specified old and minor offences.

The DBS Disclosure will also indicate whether information is held on government faculty lists of those individuals who are barred from working with children or vulnerable adults (if applicable).

The post-holder cannot begin employment with the College until the DBS Disclosure Certificate is received and considered by the Principal.