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Royal Government of Bhutan | National Medical Services

"Towards Efficient, Effective and Equitable Health System"



Terms of Reference (ToR)

Position Title: Physiotherapist

Project Title: Pulmonary Rehabilitation Project

Duty Station: Jigme Dorji Wangchuck National Referral Hospital (JDWNRH), Thimphu, Bhutan

Reporting To: Principal Investigator, Pulmonary Rehabilitation Project

Contract Type: Fixed Term

Duration: 12 Months

Start Date: July, 2025 (tentative)

Background

Chronic Respiratory Diseases (CRDs) such as COPD, post-TB lung disease, asthma, and bronchiectasis are rising public health concerns in Bhutan. To address this, the Pulmonary Rehabilitation Project under the National Medical Services (NMS) aims to establish an evidence-informed rehabilitation service at JDWNRH. The service will offer structured exercise programs, education, and behavioral interventions to improve patient outcomes and generate important insights for managing respiratory diseases in the country.

The project is funded by the RESPIRE program, supporting efforts to strengthen respiratory care services in Bhutan.

To support this initiative, a dedicated Physiotherapist is sought to deliver patient-centered interventions, work closely with a multidisciplinary team, and help develop sustainable rehabilitation services for patients with chronic respiratory diseases.

Objective

The Physiotherapist will provide clinical care, rehabilitation, and education services to CRD patients within the project framework, while supporting program implementation, patient monitoring, and multidisciplinary coordination. The physiotherapist will not only be involved in the RESPIRE project but will also be providing services across all units within the Department of Physiotherapy and Rehabilitation.

Scope of Work

The Physiotherapist will:

1. Conduct patient assessments, physical exams, and functional evaluations.



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2. Design and deliver individualized management plans including exercise, airway clearance, breathing techniques, and physical activity counseling.
3. Lead group-based supervised exercise and health education sessions.
4. Monitor patient progress during the 8-week program and at 6-month follow-ups.
5. Participate in clinical decision-making and project team meetings.
6. Support patient feedback activities and qualitative interviews.
7. Ensure proper maintenance and safe use of physiotherapy equipment.
8. Offer ergonomic and home-based care advice to patients and families.
9. Maintain accurate clinical and service records and Perform other physiotherapy and project duties as assigned.
10. Actively collect and analyze data, and maintain a comprehensive research journal.

Deliverables

1. Baseline, midline, and endline patient assessment reports.
2. Attendance and treatment records for all sessions.
3. Monthly physiotherapy service updates and outcome summaries.
4. Final physiotherapy report documenting achievements, challenges, and recommendations.
5. Equipment inventory and maintenance logs.
6. Documentation of multidisciplinary contributions.

Duration and Contract Terms



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The appointment shall be for a fixed term of twelve (12) months, and the selected candidate will be required to serve the full duration without the option to resign, leave, or withdraw before completion of the term. A gross monthly salary of Nu. 70,000 shall be offered, subject to tax deduction at source as per prevailing government rules.

Governance and Support

The National Medical Services shall:

1. Provide workspace, equipment, and resources.
2. Ensure technical and operational support.
3. Disburse salary and benefits promptly.

Qualifications and Skills

Minimum:

1. Bachelor's degree in Physiotherapy (BPT/BScPT).

Essential:

1. Proficiency in respiratory and musculoskeletal physiotherapy.
2. Experience in group exercise, patient education, and home care.
3. Strong clinical reasoning, communication, and documentation skills.
4. Ability to work independently within a multidisciplinary team.
5. Familiarity with physiotherapy equipment and digital tools.
6. Good command of Dzongkha and English.

Desirable:

1. Experience in cardio-pulmonary physiotherapy or community rehabilitation.



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Evaluation Criteria

Selection will be based on qualifications, relevant experience, and interview performance, in alignment with RCSC standards. The role's primary responsibility is to initiate, implement, and wind up the project as planned.