

## Job Description

**Department:** Psychiatry

**Job Title:** Clinic Psychiatrist

**Reports to:** Executive Director and Medical Director

**Job Purpose:** The Clinic Physician is responsible for providing a full range of primary mental health services to patients, with a focus on promotion of optimal mental health, prevention and treatment of psychiatric disorders, including medication management of the treatment. Duties include collaboration with medication management staff, including PA-Cs, ARNPs, nursing staff and contract physicians.

### Essential Duties and Responsibilities:

- Perform a comprehensive psychiatric evaluation, including patient mental status, current and past histories of violence and self-harm behavior, substance use, level of functioning, health behaviors, trauma, medical and social history, and family history.
- Analyze and interpret history, including presenting symptoms, physical findings, as well as assessment of the impact on acute, chronic physical illness, stressors in family system, social economic stressors, and family psychopathology.
- Develop appropriate differential diagnoses. This may include ordering and interpreting laboratory tests, identifying typical and atypical presentation of psychiatric disorders, differentiate psychiatric presentations of medical conditions and arrange for consultation evaluation and follow up as needed.
- Accurately diagnose commonly occurring psychiatric disorders, as well as exacerbation and reoccurrences of chronic disorders and symptoms of a new emerging disorder.
- Evaluate potential abuse, neglect, and risk of danger to self or others, and assist patient and family in securing appropriate treatment environment to ensure safety.
- Develop treatment plans for psychiatric disorders based on practice guidelines and evidence based standards of care. This includes treatment of acute and chronic psychiatric and mental health issues.
- Prescribe psychotropic and related medications based on clinical indicators including diagnosis, lab tests, and patient status, to treat symptoms of the disorder and improve functioning and quality of life, ensuring patient safety through appropriate prescription management.
- Educate patient and family about diagnosis, treatment, and medication.
- Manage psychiatric emergencies by appropriately determining level or risk and working collaboratively with team members to ensure appropriate treatment.
- Assist in coordinating patient care referrals to/with community agencies to provide continuity of care.
- Advocate for patients' rights regarding treatment options and use ethical and legal principles in patient treatment, with adherence to patient confidentiality at all times.

### Competencies:

- Communication—the individual demonstrates effective clinical interviewing skills, ability to synthesize and prioritize information; ability to utilize communication strategy to decrease emotional distress, facilitated cognitive and behavioral change and foster personal growth; ability to communicate effectively with coworkers and other professionals in a positive manner.

- Leadership—the individual inspires and motivates others to perform well, accepts feedback from others, and maintains professional boundaries to preserve integrity.
- Quality management—the individual looks for ways to improve and promote quality and demonstrates accuracy and thoroughness.
- Safety and security—the individual observes safety and security procedures and uses equipment and materials properly.
- Ethical—the individual upholds legal and ethical standards related to provision of mental health care.
- Teamwork—the individual collaborates with interdisciplinary team, provides consultation to other health providers to enhance quality of service, and assist in coordination of referrals and care as needed.
- Social Skills—the individual professionally interacts with employees and patients and models a positive teamwork attitude.
- Problem solving—the individual identifies and resolves problems in a timely manner and gathers and analyzes information skillfully.
- Judgment—the individual displays willingness to make decisions, exhibits sound, accurate, and ethical judgment and makes timely decisions.
- Planning/organizing—the individual prioritizes and plans work activities, uses time efficiently and develops realistic action plans.
- Management skills—the individual includes staff in planning, decision-making, facilitating and process improvement; makes self available to staff; provides regular performance feedback; develops subordinates' skills and encourages growth.
- Delegation—the individual delegates work assignments, gives authority to work independently, and sets expectations and monitors delegated activities.

### **Experience and Education:**

#### Required:

- Board certified/ board eligible Psychiatrist
- Licensed or eligible to be licensed by the Iowa Board of Medical Examiners
- Previous mental health experience

#### Preferred:

- 5 years of experience working in Psychiatry

*This job description is not intended to be all-inclusive and does not constitute a written or implied contract of employment. The employee will be expected to perform other reasonably related duties as assigned by the immediate supervisor and / or other management personnel.*