

POSITION TITLE**PSYCHIATRIST****JOB CLASSIFICATION:****EXEMPT****TITLE OF IMMEDIATE SUPERVISOR:****CHIEF MEDICAL OFFICER****DIVISION:****MENTAL HEALTH SERVICES****POSITION OBJECTIVE/SUMMARY:**

Under the direct supervision of the Medical Director and or Chief Medical Officer, the Staff Psychiatrist is responsible for providing initial psychiatric assessments, medical consultations and evaluations, approves the service plans for persons with severe and persistently disabling mental disorders; prescribes medications when client's symptomatology is assessed to be severe and debilitating, and /or when the risk of decompensating is heightened without such action. May be assigned to a 24-hour acute inpatient hospital setting or an outpatient program as needed.

MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION:

- A valid license as a Physician and Surgeon from the Medical Board of California and evidence of completion of the required course of graduate psychiatric education as specified by the American Board of Psychiatry and Neurology in a program of training accredited by the American Medical Association or the American Osteopathic Association.
- A valid Controlled Substance Registration Certificate.
- Experience in a psychiatric healthcare environment preferred.
- Must be organized, detail oriented, the ability to handle confidential information, and to interface with all levels of management, clients, and associates.
- Good written, verbal communication and interpersonal skills.
- Must have the ability to multi-task, problem solve, meet deadlines and follow-through on work assignments in a fast-paced environment.
- The ability to work additional days or hours as needed.

GENERAL STATEMENT OF FUNCTIONS:

- Conduct initial assessments of new clients (mental status examination, previous psychiatric history, current physical health problems, substance abuse, specific personality characteristics, medication history and diagnostic data).
- Conduct weekly medication clinics and provide ongoing supervision of assigned clients on daily medications.
- Provide clinical supervision for a multidisciplinary treatment team and ensure quality of care standards; provides supervision over the weekly case review conference.
- Determine medical necessity for hospitalization and approve treatment plans which are all to client-driven, rather than agency-driven.
- Dispense medication(s) to non-compliant clients and administer oral and parenteral medications in clinical emergencies.

- Approve discharge plans for assigned clients.
- May serve as Member of the Education Committee, responsible to collaborate with the Training Division of the County Department of Mental Health and other extramural agencies to assist in the planning, conducting and implementation of workshops to provide training in psycho-diagnostics, psychotherapy and behavior management techniques to address clinical needs of a persistently and severely mentally ill population.
- Practices confidentiality in all employees, clients, and management related matters.
- Participates in the fundraising activities of Kedren.
- Practices loyalty and commitment to the philosophy, goals and objectives of Kedren.
- Assists in other duties and special projects as assigned.

COMPETENCIES:

- **Assessment** – Conducts a comprehensive, collaborative, unbiased clinical assessment, which involves individuals, family members and community service providers to develop coordinated therapeutic intervention plans.
- **Client Focus** – Identifies, analyzes, and implements evidence-based therapeutic interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating and providing leadership for policies and services; and promoting social and economic justice.
- **Communication Effectiveness** – Clearly conveys information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.
- **Compassion** – Sees patients and their situation as more than a medical scenario and routine procedure; focuses on another person’s needs; exhibits feelings of concern and sympathy for others.
- **Compliance** – Ensures compliance and examines patient information to ensure that they comply with company and industry regulations, and service policies and procedures.
- **Context of Practice** – Responds to evolving organizational, community, and societal contexts at all levels of practice in an informed, resourceful and proactive way. Recognizes that the context of practice is dynamic and uses knowledge and skill to respond proactively.
- **Cultural Diversity** – Identifies, addresses and corrects inequities that exist in the provision of health care to culturally and ethnically diverse groups; continuously strives to achieve the ability and availability to effectively work within the cultural context of the client, family or community.
- **Empathy** – Exhibits deep appreciation for another’s situation and point of view; judges others by their own standards; senses others’ feelings and perspective and takes an active interest in their concerns throughout counseling and treatment.
- **Ethical** – Applies decision-making strategies that are grounded in social work values and ethics and person-centered principles.

- **Interprofessional Teamwork** – Displays team-based professional skills, roles, and responsibilities in order to ensure an environment for safe, efficient, effective, and equitable care and innovative research.
- **Patient Relationship** – Identifies and maintains professional boundaries to preserve the integrity of the therapeutic process; uses relationship to promote positive clinical outcomes; applies therapeutic communication strategies to reduce emotional distress, facilitate cognitive and behavioral change and foster personal growth.
- **Plan of Care** – Creates concrete therapeutic strategies, counseling and activities to implement to tackle mental disorders and associated disability; specifies the targets to be achieved and clarifies the roles of stakeholders in implementing the mental health plan.
- **Thoroughness** - Demonstrates attention to detail and accuracy. Defines and organizes tasks, responsibilities, and priorities. Takes responsibility for timely completion.

Employee Name (please print):

Employee Signature

Date