



Wellness is Traditional

JOB ANNOUNCEMENT

Position Title: Psychiatrist
Department: Medical/Mental Health
Supervised By: Medical Director
Location: Alpine/Campo
Status: Exempt
Posted: May 29, 2015
Closing Date: Until filled
Compensation: DOE
Grant: N/A
Hours: Part Time and Variable During Clinic Hours: Monday-Friday,
8:00AM-4:30PM

GENERAL STATEMENT OF RESPONSIBILITIES:

The SIHC Staff Psychiatrist is a Board Certified Psychiatrist who has a current license to practice in the State of California without restriction. The Staff Psychiatrist has education, training or professional experience in medical or clinical practice. This Board Certified Psychiatrist also has administrative experience required to assist in the development and implementation of Quality Management and Improvement Processes for SIHC. In addition, the Staff Psychiatrist requirements include:

- Physically located in the state of California.
- Attend Clinical Consultation provider meetings
- Participates in clinical peer review process with medical staff
- Review of physician medical records, as needed, for utilization and appropriateness of care.
- Reviews denials of outpatient care and reimbursement to providers when indicated
- Report, as needed to supervisor and/or Medical Director regarding operational issues/ data/patient care needs etc..

SPECIFIC DUTIES AND RESPONSIBILITIES:

1. Analyze and evaluate patient data and test or examination findings to diagnose nature and extent of mental disorder.
2. Conduct psychiatric evaluations and ongoing medication management with general knowledge in the areas of Historical Trauma and Trauma-informed

Care, domestic violence dynamics, pain management, addictive behavior and developmental issues.

3. Prescribe, direct, and administer psychotherapeutic treatments or medications to treat mental, emotional, or behavioral disorders.
4. Collaborate with physicians, psychologists, social workers, psychiatric nurses, or other professionals to discuss treatment plans and progress; Review and evaluate treatment procedures and outcomes of other psychiatrists and medical professionals.
5. Gather and maintain patient information and records, including social and medical history obtained from patients, relatives, and other professionals.
6. Counsel outpatients and their families during office visits; Advise and inform guardians, relatives, and significant others of patients' conditions and treatment.
7. Design individualized care plans, using a variety of treatments.
8. Examine or conduct laboratory or diagnostic tests on patient to provide information on general physical condition and mental disorder.
9. Serve on committees to promote and maintain community mental health services and delivery systems.
10. Provide psychiatric care within the scope of his/her licensure and in accordance with community standards of care.
11. Observes and executes medical protocols, policies and procedures in compliance with AAHC standards.
12. Supports implementation of the organization's Continuous Quality Improvement Plans and participates in monthly meetings as necessary.
13. Maintains compliance with all aspects of regulatory and funding requirements including, but not limited to OSHA, CLIA, Title 22, etc.
14. Coordinate with KFS staff to offer full spectrum of services related to mental wellness including education, assessment, crisis intervention, safety planning, family support, case management and referral to services not provided by SIHC.
15. Cooperate and collaborate with multidisciplinary treatment approaches as appropriate.
16. Assist in the development and provision of outreach services to educate the Indian community regarding mental health and wellness. Outreach will

include, but is not limited to, prevention education on reservation sites, in patients' homes, work sites, schools, detention centers, inpatient units, jails and prisons.

17. Professionally and respectfully represent Southern Indian Health Council in the tribal community, greater San Diego community as well as clinical, and legal arenas.
18. Document succinct and comprehensive case records in a timely and consistent manner in accordance with agency policies, ethical guidelines and legal and regulatory requirements.
19. Adhere strictly to the laws and ethics related to privacy and confidentiality at all times.
20. Allow for, and encourage, traditional cultural practices that are consistent with spiritual beliefs and serve as protective factors.
21. Attend program, clinical, or administrative meetings and trainings as required.
22. Participate in activities and trainings which enhance professional development.
23. Participate, as needed, in review and analysis of data including, but not limited to, quality improvement, adverse clinical incidents, population demographics and morbidity's, clinical decision-making and consultation with clinicians to insure ongoing behavioral health integration into primary care.
24. Assist in the development and implementation of quality management improvement activities, improvement plans, and clinical practice guidelines.
25. Other duties as assigned.

QUALIFICATIONS:

Education and Experience: Minimum of two years community based medical practice and in health care delivery and clinical systems. MD or DO degree with a California license to practice and board certification in Family Practice or Internal Medicine. Must possess current CPR & ACLS and DEA registration. Must be sensitive to Native American culture and values. Thorough knowledge of principles and practices of modern medicine related to public health services; structure and functions of public health organizations. General knowledge of state and federal laws pertaining to public health. Familiarity with managed care systems.

License: A valid California driver's license is required at the time of appointment and must be maintained throughout employment.

Applicant must be insurable under SIHC vehicle insurance policy at the time of hire and throughout employment.

Certifications and/or licenses appropriate to the positions required education and profession must also be valid and maintained.

Character: Applicants must have a reputation for honesty and trustworthiness. Must be responsible and able to exercise good judgment, accept administrative supervision, pay attention to detail, follow instructions, including the ability to interact effectively and communicate with people in a professional and courteous manner. Must be highly confidential and work as a team with other staff. Applicant should be sensitive to client's needs.

Skills: Strong supervisory, leadership, team building, interpersonal, and organizational skills. Ability to establish and maintain effective peer relationships with coworkers within the Medical Department, clinic-wide, and the public. Must be able to express ideas clearly, concisely, address audiences effectively, and exercise balanced judgment in evaluating situations and making decisions. Willing to be part of a team and cooperate in accomplishing department goals and objectives. Ability to prioritize, meets deadlines, takes initiative, be proactive, and function in a rapidly changing environment. Ability to work with people of all social and ethnic backgrounds and to resolve conflicts, negotiates situations, and facilitate consensus.

Physical and Personal Requirements: Normal clinic/office environment. Sit or stand for long periods of time. Reach, bend, climb, stoop, lift up to 25 lbs. repetitive hand movement; use and view PC. Reliable transportation and car insurance as required by the state. Travel as needed.

Other: Applicants must successfully pass a pre-employment tuberculin skin test or x-ray, and blood/urine drug screening test. Health must be adequate to perform all duties of the position. Health must be adequate to perform all duties of the position. Applicant must complete SIHC Application and Authorization Form, both must be submitted to Human Resources prior to the close date indicated.

INDIAN PREFERENCE:

INDIAN PREFERENCE: In the filling of any SIHC job vacancy, preference may be given to qualified Native American Indians, pursuant to the Indian Preference Hiring Act, 25 USC 472, unless other laws require the filling of a vacancy without regard to Indian preference (e.g. Public Law (P.L.) 94-437, "Indian Health Care Improvement Act (IHCIA). To receive Indian preference for any SIHC position, the applicant must be enrolled, or be eligible for enrollment, as an American

Indian with their Tribe, or must be certified as an American Indian from the designated Tribal Representative. Applicants claiming Indian preference must attach verification of their claim to the SIHC application, including Certification of form BIA-4432, which is available from the SIHC Human Resources Department. If verification is not or cannot be verified, the applicant will not receive Indian preference for purposes of the interview.