 David Raines Community Health Centers

Job Success Profile

**Family or Internal Medicine PHYSICIAN**

The Health Center Physician works under the supervision of the Medical Director, and in close coordination with the Chief Executive Officer and other clinical personnel. The Physician provides direct medical care to all patients, which includes an examination, diagnosis, and treatment; also provides referrals to specialists or hospitals when indicated.

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| **Department:** Medical | **Job Status:**  Full Time |
| **FLSA Status:** NonExempt | **Reports To:** Medical Director |
| **Grade/Level:** | **Amount of Travel Required:**  20% |
| **Work Schedule:** Monday-Friday, 7am-6pm | **Positions Supervised:**None |

Essential Skills

* Provides direct medical care to clinic patients, including examination, diagnosis and treatment according to established policy and protocol.
* Provides in-patient care via local hospital.
* Accepts emergency calls as scheduled or as necessary.
* Meets with other members of the staff and participates in the planning and implementation of health service improvements.
* Frequent contact is maintained with the Medical Director to whom he/she is responsible.
* Performance is evaluated in terms of patient care quality, by conference, and by observation.
* Serves on the health services program committee to review program activities.
* Reviews labs and recalls cases with abnormal labs.
* Calls patients at home to follow up on cases.
* Takes after hour calls once or twice per month.
* Provides after hours emergency and hospital care on a rotating basis with other staff Physicians.
* Provides comprehensive patient care with appropriate EHR documentation to all patients in compliance with Joint Commission and Patient Centered Medical Home standards of care.
* Signs off on material in PAQ in a timely manner.
* Sets health maintenance protocols for patients.
* Documents appropriate patient education.
* Completes charts in a timely manner.
* Generates all notes (Master IM, Patient Plan, OV Summary).
* Documents on-call assessments.
* Meets productivity goals.
* Assists patients to set and accomplish management goals.
* Performs depression screening on all adult patients.
* Addresses adverse reactions.

Social Skills

* Being aware of others' reactions and understanding why they react as they do.
* Adjusting actions in relation to others' actions.
* Actively looking for ways to help people.
* Teaching others how to do something.
* Bringing others together and trying to reconcile differences.

Resource Management Skills

* Managing one's own time and coordinating the time of others.
* Motivating, developing, and directing patients to access community resources through referrals.

Desktop Computer Skills

* **Internet** - Using a computer application to access resources online.
* **Navigation** - Using scroll bars, a mouse, and dialog boxes to work within the computer's operating system. Being able to access and switch between applications and files of interest.
* **Databases** - Using a computer application to manage large amounts of information, including creating and editing simple databases, inputting data, retrieving specific records, and creating reports to communicate the information.
* **Presentations** - Navigating the Internet to find information, including the ability to open and configure standard browsers; use searches, hypertext references, and transfer protocols; and send and retrieve electronic mail (e-mail).
* **Spreadsheets** - Using a computer application to enter, manipulate, and format text and numerical data; insert, delete, and manipulate cells, rows, and columns; and create and save worksheets, charts, and graphs.
* **Word Processing** - Using a computer application to type text, insert pictures, format, edit, print, save, and retrieve word processing documents.
* **Medical software**
* **Word processing software**
  + Microsoft Word
  + Word processing software
* **Spreadsheet software**
  + Spreadsheet software
  + Microsoft Excel
* **Calendar and scheduling software**
  + Calendar software
* **Electronic mail software**
  + Email software
* **Internet browser software**
  + Web browser software
* **Office suite software**
  + Microsoft Office software

Physical Demands

* Ability to safely and successfully perform the essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards.
* Ability to maintain regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards
* Must be able to lift and carry up to 50 lbs
* Position requires standing 2/3 of the time, walking 2/3 of the time, requires sitting 2/3 of the time, use of hands to finger, handle or feel 1/3 of the time, reach with hands and arms under 1/3 of the time, stoop, kneel, crouch or crawl under 1/3 of the time, talk or hear over 2/3 of the time.
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Working Conditions

Physical Requirements

* Work is performed primarily in medical offices. Work is often performed in stressful situations with competing deadlines. The noise level in the work environment is usually quiet in office settings and moderate in other situations.
* Work may require evening and weekend assignments that require physical presence outside of 8am-5pm business hours.
* May be required to travel to other health centers to partner with providers in case management.
* May be required to attend conference and training sessions within Louisiana or out-of-state locations.
* May be occasionally required to travel to outside donors, customers, vendors or suppliers.
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Education/Experience Qualifications

Physical Requirements

* Graduate of an accredited medical school.
* Completion of one (1) year internship at accredited medical training program.
* Must be licensed to practice medicine in the State of Louisiana.
* Must be available to work after hours and weekends as required by management.

 David Raines Community Health Centers

Job Success Profile Acknowledgement Form

**PHYSICIAN**

David Raines Community Health Centers has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this position description and/or assign tasks for the employee to perform, as the Company may deem appropriate.

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. I understand that my job may change on a temporary or regular basis according to the needs of my location or department without it being specifically included in the job description. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my immediate supervisor or a member of the Human Resources staff. I further understand that future performance evaluations and merit increases to my pay are based on my ability to perform the duties and responsibilities outlined in this job description to the satisfaction of my immediate supervisor.

David Raines Community Health Centers (DRCHC) provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. DRCHC complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. DRCHC expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of DRCHC employees to perform their expected job duties is absolutely not tolerated.

I have received a copy of the job description for my position. I have discussed any questions I may have had about this job description prior to signing this form.

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**Employee Signature**  **Date Signed**

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**Employee’s Printed Name**