



Office of Human Resources
Physician Senior - CO2723
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General Statement of Duties

Performs specialized board certified professional medical work assisting in the management of a district clinical program in the recognized medical areas of psychiatry, pathology, pediatrics, internal medicine, family practice, or other fields of medicine.

Distinguishing Characteristics

This classification is located at Denver Health Medical Center and is being maintained for promotional purposes.

This class performs specialized board certified professional medical work assisting in the management of a district clinical program in the recognized medical areas of psychiatry, pathology, pediatrics, internal medicine, family practice, or other fields of medicine. This class is distinguished from the Advanced Physician, which performs advanced professional medical work in the recognized medical areas of psychiatry, pathology, pediatrics, internal medicine, family practice, or other fields of medicine.

Level of Supervision Exercised

Exercise administrative supervision over subordinates who have personal accountability for carrying out an assigned function.

Essential Duties

Provides patient care, which may involve treatment of complex physical conditions by obtaining medical history, interviewing patient to ascertain current complaints and conditions, examining patient, diagnosing and determining proper treatment or therapy.

Performs diagnostic tests common to the practice of medicine and the disciplines listed above and orders various tests, x-rays, and procedures to provide necessary information regarding patient condition.

Analyzes results of various tests and findings of examinations, prescribes necessary treatment, or refers to another medical specialist or technical medical specialist.

Confers with patients and/or family members to provide information regarding test results, diagnosis, prescribed treatment and patient conditions or progress.

Makes hospital rounds, reviews reports and records to ascertain patient progress, adjusts and/or prescribes additional treatment or procedures as appropriate, and records pertinent data into patient charts and records.

Directs and coordinates the daily activities of a distinct clinical program within a major medical service to ensure prompt and effective medical care.

Acts as a consultant to other physicians and caregivers to assist in analyzing, diagnosing and treating physical or mental problems.

Assists in determining the direction of the clinical program and participates in the training of residents, interns and medical students.

Develops and ensures implementation of a staff development program, which provides opportunities for individual employee growth, continuity of workflow during employee absences and long-range development of employees for management functions.

Analyzes procedures and modifies the daily operation to enhance patient care, ensure consistency with the policies and goals of the department, and compliance with federal and state regulations.

Provides direction to staff in planning and performing direct patient care and monitors work status.

Confers with managers to discuss work progress and quality.

Resolves technical problems encountered by clinic staff.

Assist in the planning and direction of research programs within the scope of hospital policy.

Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

Establishes priorities, plans work activities and coordinates the functions with other departments and services.

Orients new employees to the clinical program area.

Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

Competencies

Delivering Results - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

Information Management - Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems.

Interpersonal Skills - Shows understanding, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relates well to different people from varied backgrounds and different situations.

Influencing - Collaborates with, persuades and influences others.

Teaching Others - Helps others learn through formal or informal methods; identifies training needs; provides constructive feedback; coaches others on how to perform tasks; acts as a mentor.

Technical Competence – Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

Coaching - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

Knowledge & Skills

Knowledge of teaching, training, research, making presentations, lecturing, testing, and other instructional methods.

Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

Knowledge of human behavior and performance in various contexts, mental processes, or the assessment and treatment of behavioral and affective disorders.

Education Requirement

Graduation from an approved school of medicine plus completion of board approved post-graduate training.

Experience Requirement

Two (2) years board certified patient care of medical practice experience in the recognized areas of psychiatry, pathology, pediatrics, internal medicine, family practice, or other specialized fields of medicine.

Education & Experience Equivalency

No substitution of experience for education is permitted.

Licensure & Certification

Possession of a license to practice medicine in the State of Colorado at the time of appointment and American Board certification in a specialty area at time of appointment.

Licenses and certifications must be kept current as a condition of employment.

Working Environment

Contact with patients under wide variety of circumstances
Potential exposure to infection from disease-bearing specimens
Potential exposure to infections and contagious disease
Potential exposure to patient elements
Potential exposure to risk of blood borne diseases
Potential exposure to unpleasant elements (accidents, injuries and illness)
Potential exposure to hazardous chemicals
May perform emergency care
Occasional pressure due to multiple calls and inquiries
Occasionally Potential exposure to radiation hazards
Requires judgment/action which could result in death of patient
Subject to long irregular hours
Subject to many interruptions
Subject to varying and unpredictable situations.

Level of Physical Demand

1-Sedentary (0-10 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Balancing: maintaining body equilibrium to prevent falling over.

Eye/hand/foot coordination: performing work through using two or more.

Feeling: perceiving attributes of objects by means of skin receptors.

Fingering: picking, pinching, or otherwise working with fingers.

Handling: seizing, holding, grasping, or otherwise working with hands.

Hearing: perceiving the nature of sounds by the ear.

Reaching: extending the hand(s) and arm(s) in any direction.

Repetitive motions: Making frequent movements with a part of the body.

Sitting: remaining in the normal seated position.

Standing: remaining on one's feet in an upright position.

Talking: expressing or exchanging ideas by means of spoken words.

Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.

Background Check Requirement

Criminal Check

Employment Verification

Education Check

Licensure/Certification

Assessment Requirement

Professional Supervisor

Probation Period

Six (6) months.

Class Detail

Pay Grade: O-825

FLSA Code: Y

Established Date: 9/21/2018

Established By: LS

Revised Date:

Revised By:

Class History: