

LINN COUNTY CLASSIFICATION

TITLE: BEHAVIORAL HEALTH MEDICAL DIRECTOR

NUMBER: 792

APPROVAL ORDER

PAY RANGE: 42

NUMBER: 2000-477

CATEGORY: MANAGEMENT/EXEMPT

DATE: November 8, 2000

GENERAL STATEMENT OF DUTIES/JOB OBJECTIVES: Perform professional mental health services to clients with mental or emotional disturbances, alcohol or drug abuse problems, and/or mental retardation and other developmental disabilities. Perform psychiatric evaluations including differential diagnosis. Supervise employees in the medically oriented personnel classifications, including Psychiatrist, Nurse Practitioner and Psychiatric Nurse 1 and 2. Provide psychiatric consultation and medical supervision to non-physician clinical employees.

SUPERVISION RECEIVED: Works under the general supervision of the Mental Health Services Program Manager who outlines administrative policies, broad program objectives and goals, budget, etc. The incumbent is expected to function with independence in the development of programs, activities, methods and procedures. Work is reviewed and evaluated for effectiveness and adherence to established policies and objectives.

SUPERVISION EXERCISED: Responsible for the supervision of employees in the medically oriented personnel classifications, including Psychiatrist, Nurse Practitioner and Psychiatric Nurse 1 and 2. Provide psychiatric consultation and medical supervision to non-physician clinical employees. Review and approve client treatment plans. Supervise psychiatric residents as assigned. Assign duties, provide direction, advise and consult on difficult or complex problems, participate in the selection of new personnel, provide training, schedule leaves of absence, resolve grievances, evaluate performance and recommend personnel transactions.

ESSENTIAL FUNCTIONS: A person employed in this classification must possess the capability to perform the following duties to be considered for this position. The duties are essential functions requiring the critical skills and expertise needed to meet job objectives. Additional specific details of these essential functions may be provided by the specific office or department job announcement, if applicable.

1. Perform psychiatric evaluations including a differential diagnosis.
2. As a full team member, collaborate in the development of individual habilitation and/or treatment plans.
3. Perform "physician sign-off" on individual habilitation and/or treatment plans when such plans adequately address the needs of the client.
4. Prescribe psychiatric medications and collaborate with case management and nursing staff to facilitate appropriate medication monitoring.
5. Provide psychiatric consultation and medical supervision.
6. Provide psychiatric consultation to allied community agencies with an emphasis on the primary care physician.

7. Perform court appointed examinations for civil commitment hearings.

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8. Provide after-hours psychiatric services.
9. Perform Merit System Evaluations on employees directly supervised.
10. Initiate personnel action including disciplinary procedures on employees directly supervised.
11. Develop and maintain effective, harmonious and reasonable work relationships with others.
12. Maintain regular and predictable work attendance.

OTHER FUNCTIONS:

13. Other duties as assigned.

RECRUITING REQUIREMENTS: (Additional specific details may be provided by the specific office or department job announcement, if applicable).

KNOWLEDGE, SKILL AND ABILITY: Thorough knowledge of the principles and practices of community and hospital psychiatry. Considerable knowledge of community mental health principles and practices, including a wide range of treatment modalities and assessment techniques for a very wide range of clients.

Reasonable knowledge of psychological and personality testing and their application to the diagnosis and treatment of mentally ill persons. Considerable knowledge of the laws and regulations applicable to mental health programs.

Advanced professional level skills in psychotherapy, medication management and differential diagnosis. Advanced ability to deal therapeutically with persons who have mental or emotional disturbances, mental retardation and other development disabilities, and/or alcohol and drug abuse problems. To quickly develop therapeutic relationships even with resistant clients and their families. Ability to conduct thorough, in-depth interviews, assessments, evaluations and to effectively interpret the information in the formulation of diagnosis and a treatment plan.

Considerable ability to provide leadership in fostering coordination and consistency among medical, psychological and psychosocial approaches to client care. Thorough understanding of the differences in the role of clinical consultant versus general supervisor and the ability to function successfully and comfortable as a member of the treatment team.

Ability to use word processing as required by the position.

EXPERIENCE, EDUCATION AND TRAINING: Medical degree from an accredited school or university plus successful completion of a residency program in psychiatry. Board certification in psychiatry is desirable although not required. Any satisfactory equivalent

combination of experience, education and training which demonstrates the ability to perform the work described may substitute for the above.

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NECESSARY SPECIAL QUALIFICATIONS: Possession of a valid motor vehicle operator's license and an acceptable driving record at the time of appointment may be a condition of employment.

PHYSICAL DEMANDS AND WORK ENVIRONMENT: Work is generally performed indoors in multiple offices or clinic settings. Work may also involve travel to various community agencies, client homes and schools throughout the County. Work involves a significant amount of locomotion including operation of a motor vehicle and movement from the vehicle to the office, clinic, community agency or school. Requirements include the ability to see, talk and hear, sit, stand and walk, bend and stoop, use hands to handle or operate objects, tools or controls, including use of a computer keyboard; reach with hands and arms and lift or move thirty (30) pounds.