



Career Service Authority

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Advanced Physician

GENERAL STATEMENT OF CLASS DUTIES

Performs advanced professional medical work 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.

The Advanced Physician performs advanced professional medical work in the recognized medical areas of psychiatry, pathology, pediatrics, internal medicine, family practice, or other fields of medicine. This class is distinguished from the Physician, which performs professional medical work in the recognized medical areas of psychiatry, pathology, pediatrics, internal medicine, family practice, or other related fields. This class is distinguished from Senior Physician, which 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. Additionally, this class is distinguished from Advanced Technical Physician, which performs advanced professional medical work in the recognized technical or procedural medical areas of radiology, oral maxillofacial surgery, emergency medicine, anesthesiology, cardiology, gastroenterology, obstetrics/gynecology, neonatology, surgery, surgical subspecialties or other technical fields of medicine.

Guidelines, Difficulty and Decision Making Level:

Guidelines are generally but not always clearly applicable, requiring the employee to exercise judgment in selecting the most pertinent guideline, interpret precedents, adapt standard practices to differing situations, and recommend alternative actions in situations without precedent.

Duties assigned are generally complex and may be of substantial intricacy. Work assignment is performed within an established framework under general instructions but requires simultaneous coordination of assigned functions or projects in various stages of completion.

Employee is responsible for determining time, place, and sequence of actions to be taken. Unusual problems or proposed deviations from guidelines, practices, or precedents may be discussed with the supervisor before being initiated.

Level of Supervision Received and Quality Review:

Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness, and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

Interpersonal Communications and Purpose:

Contacts with the public or employees where explanatory or interpretive information is exchanged, defended, and gathered and discretion and judgment are required within the parameters of the job function.

Level of Supervision Exercised:

May perform leadwork or supervise other physicians, professional, technical, and clerical staff as assigned.

ESSENTIAL DUTIES

Provides patient care, which may involve treatment of complex physical conditions by obtaining medical history, interviewing patient to ascertain current complaints and condition, 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 condition or progress.

Assists in the direction of programs and participates in the training of residents, interns and medical students.

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.

As assigned leads the activities of a unit or specialized clinic, determining the assignment, establishing priorities and scheduling of work activities to ensure prompt, high quality diagnosis and treatment of each patient.

Assists in or initiates the planning of research programs within the scope of departmental policy and may assist in the supervision or coordination of a research program.

Provides consultation, involving patients in specialized or technical care and confers with other professional staff members regarding patient care.

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.

MINIMUM QUALIFICATIONS

Competencies, Knowledge, & Skills:

Medicine and Dentistry - 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.

Integrity/Honesty - Contributes to maintaining the integrity of the organization; displays high standards of ethical conduct and understands the impact of violating these standards on an organization, self, and others; is trustworthy.

Interpersonal Skills - Shows understanding, courtesy, tact, empathy, concern; develops & maintains relationships; may deal with people who are difficult, hostile, distressed; relates well to people from varied backgrounds & situations; is sensitive to individual differences.

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

Reading - Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

Oral Communication - Expresses information to individuals or groups effectively, taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.

Writing - Recognizes or uses correct English grammar, punctuation, and spelling; communicates information in a succinct and organized manner; produces written information, which may include technical material that is appropriate for the intended audience.

Self-Management - Sets well-defined and realistic personal goals; displays a high level of initiative, effort, and commitment towards completing assignments in a timely manner; works with minimal supervision; is motivated to achieve; demonstrates responsible behavior.

Problem Solving - Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.

Stress Tolerance - Deals calmly and effectively with high stress situations (for example, tight deadlines, hostile individuals, emergency situations, dangerous situations).

Attention to Detail - Is thorough when performing work and conscientious about attending to detail.

Memory - Recalls information that has been presented previously.

Decision Making - Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.

Learning - Uses efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development.

Customer Service - Works with customers to assess needs, provide assistance, resolve problems, satisfy expectations; knows products and services; is committed to providing quality products and services.

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.

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

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

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.

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 hand(s)

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 an object up to 10 pounds

Working Environment:

Contact with patients under wide variety of circumstances

Exposed to infection from disease-bearing specimens

Exposed to infections and contagious disease.

Exposed to patient elements

Exposed to risk of blood borne diseases.

Exposed to unpleasant elements (accidents, injuries and illness)

Exposure to hazardous chemicals.

May perform emergency care.

Occasional pressure due to multiple calls and inquires

Occasionally exposed 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.

Education Requirement:

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

Experience Requirement:

Two years of full performance medical practice experience: in the recognized areas of psychiatry, pathology, pediatrics, internal medicine, family practice, or other specialized field of medicine.

Education/Experience Equivalency:

Additional appropriate education and/or multiple board certifications or eligibility for additional board certifications may be substituted for the minimum experience requirement.

Licensure and/or 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 by completion of a probationary period.

CLASS DETAIL

FLSA CODE: Exempt

ESTABLISHED DATE: 09/16/1995

ESTABLISHED BY: Jean Canfield

REVISED DATE: 06/28/2009

REVISED BY: Blair Malloy

CLASS HISTORY 6/2009- This class was revised into new format and added competencies.