



Career Service Authority

Senior Technical Physician

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GENERAL STATEMENT OF CLASS DUTIES

Assists in the management of a distinct clinical program in the recognized technical or procedural medical areas of radiology, oral maxillofacial surgery, anesthesiology, cardiology, emergency medicine, obstetrics/gynecology, neonatology, gastroenterology, surgery, surgical subspecialties or other technical fields of medicine.

DISTINGUISHING CHARACTERISTICS

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

This class assists in the management of a distinct clinical program in the recognized technical or procedural medical areas of radiology, oral maxillofacial surgery, anesthesiology, cardiology, emergency medicine, obstetrics/gynecology, neonatology, gastroenterology, surgery, surgical subspecialties or other technical fields of medicine. This class is distinguished from the 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. This class is distinguished from the 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.

Guidelines, Difficulty and Decision Making Level:

Guidelines are generally in the form of stated objectives only with issues and factors largely undefined requiring the employee to exercise creativity and ingenuity in devising criteria, techniques, strategy, and methodologies for approaching assigned functions or projects.

Duties performed involve concepts, theories, and concrete factors to be evaluated and weighed requiring a high degree of analytical ability, independent judgment, and decision-making.

Work assignment is generally unstructured and employee is responsible for organizing complex, varied, and simultaneous coordination of several functions, programs, or projects in various stages of completion.

Level of Supervision Received and Quality Review:

Under administrative supervision, the employee has personal accountability for carrying out an assigned function, program, or project within the scope of established guidelines and objectives and is expected to resolve problems that arise in the normal course of the work. Completed work is generally reviewed for soundness of judgment, conclusion, adequacy, and conformance to policy.

Interpersonal Communications and Purpose:

Contacts are of a remedial nature involving the resolution of problems and where some degree of discretion and judgment are required in carrying out a major program and/or function of the

Level of Supervision Exercised:

Exercises 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 and diagnosing and determining proper treatment or procedures.

Examines patient to determine degree of surgical risk and type of anesthesia to administer, to discover heart disease or disorder symptoms, to treat women for diseases of generative organs and during prenatal, natal and postnatal period, to deliver infants and perform cesarean sections or other surgery, to ascertain the presence of benign or malignant internal and external growths, to verify necessity of surgery, determine patient risk and best operation procedure, or manage the care of intensive care newborns in a tertiary care nursery facility.

Utilizes a variety of diagnostic instruments and performs techniques and procedures, which require specific training in the disciplines listed above.

Orders or executes various tests and procedures to provide necessary information regarding patient condition.

Analyzes and interprets results of various tests and procedures and prescribes necessary treatment or procedure.

Confers with patients and/or family members to provide information regarding test results, diagnosis, prescribed treatment and patient condition 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 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 provide 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 and orients new employees to the clinical program area.

Resolves technical problems encountered by clinic staff.

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

Formulates work standards and assists in the direction of the development of the performance enhancement program for clinical program staff.

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

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.

Planning and Evaluating – Organizes work, sets priorities, determines resource requirements; determines short or long term goals and strategies to achieve them; coordinates with other organizations or parts of the organization; monitors progress, evaluates outcomes.

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.
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.

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 inquiries
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 a recognized technical or procedural medical area such as radiology, oral maxillofacial surgery, emergency medicine, anesthesiology, cardiology, gastroenterology, obstetrics/gynecology, neonatology, surgery, surgical subspecialties of other technical 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 time of appointment and board certification in a technical or procedural area by the American Board by completion of 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.