



PRIMARY CARE PSYCHIATRY MEDICAL DIRECTOR JOB ANNOUNCEMENT

Santa Cruz Community Health (SCCH) began as a women's health collective in 1974 with the mission to improve the health of our patients and the community and advocate the feminist goals of social, political, and economic equality. Now, more than 45 years later, we serve that same mission as a nonprofit Federally Qualified Health Center operating two separate sites: the Santa Cruz Women's Health Center in downtown Santa Cruz serving women and children; and the East Cliff Family Health Center in Live Oak, serving everyone.

SCCH has a diverse patient population and an engaging and friendly work environment. Our caring and committed staff works as a team to fulfill our mission so that all our patients have access to comprehensive, quality health care.

POSITION SUMMARY:

Santa Cruz Community Health is a local leader in integrating mental health and substance use disorder treatment into the primary care medical setting. The Primary Care Psychiatry Medical Director advances access to psychiatric, behavioral health, and substance use disorder treatment services and ensures high quality care to SCCH patients. This role offers clinical expertise and leadership experience to SCCH leadership and providers in developing clinical programs, protocols, and services in a community health, primary-care setting. This role is full time with 25% leadership/management and 75% direct patient care and has direct reports. This role reports to the Chief Medical Officer.

Classification: Full-time, exempt
Reports to: CMO

Location: Clinic(s)/Administration
Hours: 8:00AM-5:00PM/Flexible

CORE JOB RESPONSIBILITIES:

ESSENTIAL FUNCTIONS INCLUDE BUT ARE NOT LIMITED TO :

LEADERSHIP DUTIES (10 hours/week; 0.25 FTE)

- Collaborate with clinical leadership to update, develop, and implement clinical guidelines and protocols on common mental health conditions, such as anxiety, depression, ADHD, insomnia, etc., including co-occurring substance use disorder
- Provide general and clinical supervision to Psychiatric Mental Health Nurse Practitioner (PMHNP), including chart review and performance evaluation

- Lead the development and management of SCCH psychiatry program including:
 - Promote psychiatry and behavioral health services within and outside of SCCH
 - Collaborate with SCCH Behavioral Health and Office-Based Addiction Treatment leadership to design services for patients including those with co-occurring substance use disorder and mental health illness
 - Educate clinicians on psychiatry-related topics
 - Collaborate with community partners and programs
- Collaborate with community psychiatrists on clinical quality & supervision of PMHNP
- Use data systems to design program improvements and measure impact on patient care and patient-oriented quality outcomes

CLINICAL DUTIES (30 hours/week; 0.75 FTE)

- Provide direct patient care (in-person, telephonic, telehealth visits) with focus on psychiatric care, including substance use disorder treatment when indicated
- Deliver primary care, as needed (e.g. urgent care, preventive care, chronic disease management, etc.)
- Full primary care scope to be determined
- Productivity rate 2 pt/hr average across psychiatric care and primary care
- 24 hours direct patient care time; 6 hours clinical administrative time

COMPETENCIES:

Job Expertise

- Demonstrates knowledge of applicable clinical principles and practices
- Demonstrates knowledge and use of clinic policies and procedures as well as applicable federal and state rules and regulations
- Applies technical and procedural skills efficiently and effectively
- Successfully gathers and uses information, procedures, materials, equipment and techniques required for position
- Demonstrates ability to effectively use Electronic Health Records (EHR)

Customer Service

- Provides patient-centered customer service at all times
- Demonstrates the ability to anticipate patients' needs and deliver services and respond to patients in a timely, accurate, courteous, respectful and friendly manner
- Demonstrates ownership, initiative, attention to detail, and follow-through
- Approaches problem-solving by focusing on patients first
- Advocates for care that best serves the patient
- Addresses customer complaints/problems in a timely manner

Communication Skills

- Oral and written communication is clear, concise, accurate, positive and respectful
- Demonstrates comprehension of oral and written questions, instructions, and information rapidly, thoroughly, and accurately
- Response to oral and written questions, instructions, and information is timely and appropriate



- Written communication is well-organized, legible, concise, neat, and in proper grammatical form
- Checks work related email and mailbox on a daily basis

Teamwork and Interpersonal Skills

- Dealings with others are characterized by fairness, courtesy, diplomacy, honesty, firmness, empathy and confidence
- Effective in offering support and assistance to others, in obtaining information from others, and in supplying information to others
- Demonstrates a positive attitude, flexibility and ability to develop effective relationships by helping others accomplish tasks and using collaboration and conflict resolution skills

Judgement & Problem Solving

- Uses critical thinking and common sense to analyze situations, make timely and valid decisions, and take appropriate actions
- Demonstrates good judgment in making decisions
- Resolves issues independently and only seeks assistance as needed

Reliability

- Completes assigned duties and responsibilities in an accurate, timely and efficient manner
- Arrives to work on time and maintains consistent attendance
- Follows instructions and appropriate procedures
- Maintains patient confidentiality as required by HIPAA

Personal Development

- Attend required annual in-service programs
- Comply with all trainings, drills, policies and procedures concerning safety
- 100% attendance to mandatory skills/competencies updates yearly required
- Maintain licensure requirements

QUALIFICATIONS

- Family physician with extensive clinical experience in psychiatry and/or special certification in psychiatry (preferred), including substance use treatment experience (preferred), OR Psychiatrist with extensive clinical experience in a primary care setting, including substance use treatment experience (preferred)
- Program development, leadership, management, teaching, clinical supervision experience
- Aligns with SCCH Mission

- Proficiency in EHR, IT systems preferred
- Bilingual/Bicultural preferred

WORK CONDITIONS

Working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions. Variations in conditions may occur under certain circumstances.

SALARY AND BENEFITS:

Competitive compensation & benefits package are available to staff working at least 20 hours per week. Paid time off and paid holidays accrue from date of hire. Paid License(s) and CME (fees and days off). Employer subsidized group health, dental, vision and life insurance plans the first of the month after 30 days of employment. Automatic 2% enrollment in an Employer sponsored 401K plan with a 2% retirement match.

APPLICATION PROCESS:

To apply, download our employment application on our [Careers page](#). Submit application and current resume with letter of interest Human Resources. No phone inquiries, please.

**SANTA CRUZ COMMUNITY HEALTH IS AN EQUAL OPPORTUNITY EMPLOYER
(W/M/V/D).**