



PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER 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 three separate sites: the Santa Cruz Women's Health Center in downtown Santa Cruz serving women and children; the East Cliff Family Health Center in Live Oak, serving everyone; and the Santa Cruz Mountain Health Center providing easier access to care for our patients in the San Lorenzo Valley.

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:

The Psychiatric Mental Health Nurse Practitioner (PMHNP) makes psychiatric diagnoses and applies psychiatric treatment methods in the context of a primary care setting with integrated behavioral health. The PMHNP makes differential diagnoses and collaborates closely with medical and behavioral health providers to develop a comprehensive treatment plan. The PMHNP provides a thorough assessment of patient needs, including ordering and interpreting diagnostic and laboratory tests, diagnosing mental health conditions and reviewing relevant records. PMHNP provides medication planning and management for patients, as well as consultation with primary care providers. The PMHNP works closely with the patients' care team to provide high quality patient-centered care.

Reports to: Psychiatric Medical Director

Normal work hours: Varies, evenings & Saturday options if desired

Classification: Salary/Exempt

Work Location: Remote and in-clinic work

ESSENTIAL DUTIES & RESPONSIBILITIES:

ESSENTIAL FUNCTIONS

- Conducts comprehensive psychiatric assessments, examinations and evaluations; orders and interprets diagnostic and lab testing; and makes diagnoses and initiates medical treatment or other therapy
- Assesses status of ongoing psychiatric patients; reviews medical records, medication and treatment history; prescribes medication following clinic policy, formulary and government regulations; explains risk/benefits of medications; and refers to appropriate sources of ongoing treatment when applicable

- Assesses patients' reaction to medication therapy to find the most appropriate treatment with the fewest side effects
- Participates in interdisciplinary team meetings and provides psychiatric consultation to medical and behavioral health providers and other care team members involved in patient care
- Collaborates with other providers to develop a comprehensive patient-centered treatment plan
- Maintains medical records and prepares reports, official letters and other documentation
- Provides treatment to the most distressed patients, including those with substance use disorder, trauma, and other biopsychosocial concerns
- Consults with physicians on cases that are beyond the scope of qualification of PMHNP
- Meets with supervising psychiatrist on a regular basis, and when needed, to review patient cases and receive clinical feedback
- Consistently achieves quality, timely, and measurable outcomes
- Utilizes the organization's EHR system (eClinicalWorks, eCW)
- Effective in offering support and assistance to others, obtaining information from others, and supplying information to others
- Provides patient education and staff training on relevant topics within their scope

GENERAL JOB PERFORMANCE STANDARDS:

KNOWLEDGE OF WORK - Posses and utilizes knowledge of the job which is essential to perform the specific functions and related work.

QUANTITY OF WORK - Accomplishes an appropriate volume of satisfactory work under normal conditions. Ability to produce results.

QUALITY OF WORK - Consistently demonstrates accuracy, thoroughness, neatness and dependability to produce work within acceptable standards.

TIMELINESS - Completes assignments on or ahead of schedule.

ABILITY TO LEARN NEW DUTIES - Interprets, learns and responds to instructions for new situations, procedures or methods.

JUDGEMENT AND COMMON SENSE - Decisions/actions are sound, including safety awareness.

COOPERATION - Willing to work with others toward common goals.

COMMUNICATIONS - Demonstrates relevance and clarity of written and oral expression. Effectiveness in exchanging ideas and information.

INITIATIVE - Ability to originate, develop or create new ideas or take steps to get things done.

PROBLEM SOLVING - Identifies and evaluates alternate solutions and selection of the most appropriate course of action.

QUALIFICATIONS

Requires 3 years' experience in a health care setting, preferably an FQHC or community health center-type environment. Must meet or exceed the minimum requirements below.

MINIMUM QUALIFICATIONS

- Must be a Licensed PMHNP with valid California State License and Registration
- Requires completion of a Bachelors' Degree in Nursing (BSN) and a Masters' Degree in Nursing (MSN) or a Doctor of Nursing Practice (DNP)
- Bilingual Spanish/English strongly preferred

- Ability to work some evenings and Saturdays is preferred, but not required

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:

This is a full-time, salaried, exempt position with a salary range of \$139,256 - \$160,368. 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 Medical License(s) and CME (fees and days off). Providers are eligible for annual step increases, based on years of service with SCCH. Loan Repayment Program assistance available with attractive HPSA score. 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).