



JOB DESCRIPTION

Psychiatrist

Program: Intensive Community Rehabilitation Services (ICRS)
Reports To: Director of Clinical Services

Classification: Exempt
FTE: .40

Position Summary: The purpose of this position is to provide supervision of the psychiatric treatment of ICRS clients, including psychiatric assessment and provision of psychopharmacological treatment and assessment of clients' response to medication; supervision of the ICRS team medication management system; and collaboration with the RNs and other team members.

Essential Job Functions

Establish a supportive and motivational relationship to help clients initiate and maintain positive avenues of growth.

- Serve as a role model for clients regarding problem solving, decision-making and conflict resolution.
- Meet with clients on a regular basis and develop and maintain a rapport and therapeutic relationship.
- Meet with members of the client's natural support system and other community providers to effectively coordinate care and treatment

Supervise psychiatric treatment of clients served by the ICRS team.

- Make initial assessment of clients' life situations and level of functioning.
- Participate in development of individual treatment plan with clients and team members.
- Provide and monitor psychopharmacological treatment to ICRS clients.
- Monitor and assess mental health status of clients on a regular basis

Provide proactive and assertive treatment services.

- Monitor client welfare and progress.
- Assist clients in solving problems and developing problem solving skills.
- Identify signs and symptoms of decompensation of exacerbation of mental health and/or chemical health symptoms and intervene or respond as appropriate.
- Provide education and information about mental health, symptom management strategies and medication and provide clients with coaching, guidance and support in addressing mental health needs.
- Address co-occurring chemical dependency and chemical health concerns.
- Participate in team meetings when scheduled to determine client needs and develop appropriate interventions with team members.
- Document client progress.

Supervise medication management system

- Collaborate with RNs to ensure that medications are administered safely and effectively, including the accuracy of medication dosages.
- Assure that all staff are aware of reporting procedures regarding problems with self-administration, including missed medications, medication errors, or adverse reactions.
- Review clients' knowledge and compliance with medications.
- Collaborate with RNs and other team members to follow-up with prescriptions to ensure necessary refills are made in a timely manner.
- Assure that all medications are handled in accordance with licensing standards and statute requirements.

Function effectively as a member of the ICRS team.

- Maintain a collaborative, problem solving relationship team members. Provide regular communication regarding clients' progress, health issues and significant events to staff, case managers, other providers, & family members, as needed.
- Share responsibility with ICRS team for monitoring clients' clinical status and delivery of clinical service.
- Participate in overall treatment process with all staff and clients.

- As a part of the team, ensure an atmosphere of safety, security and responsible mental health care.
- Participate in regular staff meetings. Provide all written and verbal information to other staff in a thorough, timely, legible, accurate, objective manner.
- Participate in treatment team and clinical meetings to regularly review and update individual treatment plans based on the changing needs and functioning levels of clients.
- Provide help to other team members as needed.
- Assist in orienting new team members.

Other Job Duties

- Participate in agency committee(s) as appropriate.
- Other duties as assigned.

Relationships:

The incumbent reports to the Director of Clinical Services. The incumbent also shares responsibility with the team for monitoring clients' clinical status and delivery of clinical service.

Equipment Used:

The work of this position entails the use of standard office equipment.

Qualifications:

Minimum Education and Experience

- Minnesota Medical License and current Board Certification as a Adult/General Psychiatrist.
- Two years experience with adults with serious and persistent mental illness.

Knowledge, Skills and Abilities

- Ability to assess, diagnose and treat individuals with serious and persistent mental illness.
- Knowledge of the strengths and needs of people who have severe and persistent mental illness including people experience co-occurring disorder of mental illness and chemical dependency.
- Knowledge of modalities appropriate to serving this target population, including psychopharmacological interventions, Illness Management and Recovery and Integrated Dual Disorder Treatment interventions.
- Ability to practice skills in assessment and referral, crisis intervention and prevention, dialectic behavior therapy, cognitive behavior therapy, psychosocial rehabilitation and other relevant modalities.
- Knowledge of resources available to support clients in the community.
- Knowledge of medications and medical interventions appropriate to serving this target population. Ability to prescribe medications to treat psychiatric symptoms and to monitor client response. Ability to supervise the program's medication management system
- Ability to tolerate stress and/or seek supportive consultation regarding job stress
- Excellent interpersonal skills with people from differing backgrounds and cultures.
- Ability to work independently as well as part of a team
- Ability to maintain confidentiality of client information.
- Ability to provide guidance and coaching to non-medically trained staff.
- Exceptional attention to detail.
- Experience with Microsoft Office suite.

Physical Aspects of the Job

The work of this position requires that the incumbent be able to see, hear, speak, read and write English clearly in order to ensure resident welfare and development. The incumbent must be able to lift up to 20 pounds, use all household equipment, as well as bend, stoop, stand and pull in order to perform or demonstrate independent living skills using household appliances and equipment. The incumbent must be able to walk up and down stairs, access resident's bedrooms, drive a car and use the telephone.

The above statements are not intended to encompass all functions and qualifications of the position. Rather they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this job description.

Signature

Date