



CLASSIFICATION NO. 555
Established: 1/18
FLSA: Exempt
EEO: 2

PHYSICIAN SUPERVISOR

CLASS CHARACTERISTICS

Under direction, to provide clinical and administrative leadership for physicians at a County health clinical site; to provide professional diagnostic services and implement medical care plans for division clients; to assist in implementation of quality improvement plans; and to do other work as required.

DISTINGUISHING CHARACTERISTICS

The Clackamas Health Centers Division within the Department of Health, Housing, and Human Services is a Federally Qualified Health Center that offers primary care, dental services, and other behavioral healthcare at multiple primary care, behavioral health, and school-based health centers.

The Physician Supervisor provides clinical leadership and mentoring of clinicians at their clinical site in the practice of evidence-based, efficient, and equitable medical care. Incumbents also provide direct patient care in accordance with training, experience, and licensure. Incumbents serve as an informational resource to Clackamas FQHC patients, staff, trainees, the health council, and county officials. The Physician Supervisor reports to the Medical Director.

The Physician Supervisor differs from the Clinic Operations Manager which provides general direction and coordination of primary care programs and operations and is not a clinician. It also differs from the Nurse Practitioner Supervisor which oversees the provision of nursing services.

TYPICAL TASKS

Duties may include but are not limited to the following:

1. Provides supervision for clinical providers; assists with difficult treatment issues; assists in the hiring of clinicians to provide quality service to citizens and County staff; works with Medical Director in preparing performance evaluations; recommends progressive discipline; assists in scheduling for physicians; orients new providers to the site and helps manage onboarding; conducts and/or facilitates staff training and development programs; promotes team efforts among staff and with other County departments.
2. Provides clinical leadership and mentoring of clinicians; sets an example in embodying team based care; participates on management team; works closely with care teams in the care of specified patient populations; provides clinical input on care and management of individual patients as needed.

3. Assists in implementation of Quality Improvement plans relating to quality metrics and other objectives of interest to Health Centers; engages regularly with providers about their productivity and other quality metrics; manages performance improvement plans with Medical Director as necessary.
4. Reviews cases as needed for fellow clinicians; reviews unexpected outcomes, including deaths, as part of peer review and quality improvement; provides clinical input to assist in solving patient issues/formal complaints related to quality of care, behavioral issues, or other concerns.
5. Leads site specific provider meetings; attends health clinic meetings; participates in state and local organizations and task forces to promote and coordinate Health Center programs; serves as liaison with other County departments and divisions, government agencies and community groups; consults with health service providers, group homes, schools, and community groups on health care issues; develops and presents education materials.
6. Provides direct clinical services to patients; interviews and obtains a complete health history appropriate to individual and/or family including past medical history and current medical information; performs physical examinations to determine nature and extent of symptoms; provides diagnostic assessments, treatment/management and follow-up to clients; diagnoses, treats, and controls diseases and physical injuries in a culturally sensitive and appropriate manner for populations served.
7. Performs, orders, and interprets appropriate diagnostic procedures and lab tests; maintains complete and accurate written records of all clients; completes scheduled chart audits and case reviews; consults with and refers individuals to other health care providers and lab tests; provides telephone follow-up and consultation to clients.
8. May share in after hour calls with medical leadership team.

REQUIRED KNOWLEDGE AND SKILLS

Thorough knowledge of: Principles and practices of general, preventive and clinical medicine and pharmacology and drug interactions and how to apply them in selecting and prescribing appropriate therapeutic agents; federal, state and local health statutes, rules, regulations and ordinances; medical and nursing care standards; clinical aspects of communicable diseases and disease control measures; causes, treatment, prevention and/or early detection of communicable diseases, chronic diseases, handicapping conditions, mental illness, normal and abnormal physical and psychosocial development in adults and children, and other disabling conditions; migrant farm worker health care and cross-cultural issues; interviewing techniques of the adult, pediatric and adolescent patient and ability to obtain a complete medical history; techniques of supervision; participative management theories; quality improvement tools and principles.

Working knowledge of: Principles, practices and objectives of public health; health care programs and services provided by local public and private agencies; sociological, psychological and physical problems involved in public health programs; preventive medicine and sanitation; standard laboratory tests and procedures; medical records documentation and charting formats; issues of medical ethics and liability.

Skill to: Oversee clinician services under minimal supervision; evaluate effectiveness of services and staff and initiate improvements; direct staff in continuous efforts to improve quality, productivity, and effectiveness; diagnose, treat and control diseases and physical injuries in a culturally sensitive manner for migrant and other underserved populations; prescribe and administer therapeutic drugs according to current DEA licensure; perform general screening physicals for adults and children; perform neo-natal, well-child, school and sport physicals; perform fundoscopic, integument, cardiovascular, muscular-skeletal, neurological, abdominal, genitor-urinary and general psycho-social examinations; perform and interpret diagnostic procedures and test; prepare concise, accurate and effective medical reports, recommendations, policies and procedures; implement clinic services within resource limits; communicate services of family planning pre-natal care and sexually transmitted diseases; apply appropriate teaching and training techniques to improve nursing staff skills; establish and maintain effective working relationships with professional, technical and clerical staff, patients and the public; communicate effectively, both orally and in writing.

MINIMUM QUALIFICATIONS

Minimum qualifications are used as a guide for establishing the minimum experience, education, licensure, and/or certifications required for employment in the classification. The following minimum qualifications are established for this classification. Additional minimum qualifications and special conditions may apply to a specific position within this classification and will be stated on the job announcement.

Experience: A minimum of four (4) years of related experience that would provide the required knowledge and skills to perform the responsibilities of this position.

Licenses/Certifications:

The following licensure/certifications are required at the time of hire.

- License to practice medicine in the State of Oregon granted by the Oregon State Board of Medical Examiners.
- Possession of a current DEA license from the Drug Enforcement Administration to prescribe medications.
- Board Certified or Board Eligible in Family Practice medicine.
- Basic Life Support (BLS) certificate.

PRE-EMPLOYMENT REQUIREMENTS

Must successfully pass a criminal history check which may include national or state fingerprint records check.

Must pass a pre-employment drug test.

Driving may be necessary for County business. For position(s) with occasional/incidental driving, incumbents must possess a valid driver's license. Accommodation requests for an acceptable alternative method of transportation will be reviewed on an individual basis in compliance with State and Federal legislation. For position(s) with regular driving, incumbent(s) must also possess and maintain an acceptable driving record throughout the course of employment.

Edited: 10/18