

EL CENTRO FAMILY HEALTH

JOB DESCRIPTION

SECTION I - (i.e., job title, job classification, salary/hourly compensation): Salary		
POSITION TITLE:	Family Medicine Residency Behavioral Health Faculty	DEPARTMENT: Clinical
CLASSIFICATION: Exempt	Salary (Calculated as per hourly rate)	
REPORT TO:	Program Director/Associate Program Director	
SECTION II - PURPOSE (i.e., a brief summary that describes the purpose of the position):		
<p>The Family Medicine Behavioral Health faculty member serves to support the Residency Program Director in the provision of developing, coordinating, directing, implementing, and evaluating the service delivery of behavioral health (BH) programs/curricula. Also, through resident clinical supervision for the Medicos de El Centro (MDEC) Family Medicine Residency Program, the faculty member will ensure the highest level of Family Medicine training and to maintain quality driven, evidence-based care for patients and families. This position involves being part of an inter-professional educational and collaborative team within the FMRP. MDEC has a focused mission of training patient-centered physicians devoted to the needs of rural, underserved, minority, and elderly populations. Must embrace lifelong learning and have a genuine desire to teach and mentor developing physicians.</p>		
SECTION III - DISTINGUISHING CHARACTERISTICS (i.e., what makes the position unique):		
<p>The Family Medicine Behavioral Health Faculty member combines leadership, administrative and clinical functions. As a practicing behavioral clinician, maintains their clinical skills and obtains firsthand knowledge of clinical issues. Good interpersonal and team building skills are essential. Applicants must be licensed from an accredited institution (Licensed Clinical Social Worker, Psychologist, Psychiatrist) and personal and professional goals which are consistent with the mission of El Centro Family Health and MDEC FMRP. Applicants should have relevant academic, clinical and professional experience, excellent skills in communication and collaboration, and be passionate about the field of behavioral health in the context of family medicine and rural health. Seeking candidates with passion and enthusiasm for practicing and teaching behavioral health within the family medicine program. Opportunities for leadership, professional growth and development, and a strong connection to community. The successful candidate will support the program leadership in developing, implementing, and assessing behavioral health curriculum of the program and in building the residency practice, with plans to matriculate its first residents in July 2024.</p>		
SECTION IV - ESSENTIAL TASKS – DUTIES & RESPONSIBILITIES (minimum requirements):		
General Requirements:		
<ol style="list-style-type: none"> 1. Develop and contribute to curriculum development with MDEC Program Director to include orientation of residents, didactic series, simulation training, practice management and other innovative BH topics. 2. Coordinate and maximize the integration and cooperation of behavioral health curriculum with primary care services. 3. Supervise, teach, and evaluate the work of FMRP residents as it relates to behavioral health services 4. Participate in developing and implementing long-range plans pertaining to behavioral health services, such as healthcare integration and evidence-based prevention and treatment approaches. 5. Teach and enhance resident interpersonal, communication, and counseling skills used with patients and their families. 		

6. Deliver high-quality behavioral health care to the patients of our Family Medicine Clinic
7. Provide clinical supervision and mentoring of residents and medical students.
8. Teach didactics: wide range of psychiatric topics including psychosocial assessments, therapeutic counseling, motivational interviewing, and crisis intervention services, etc via didactic, hands-on or simulated training.
9. Provide regular resident and student evaluation/feedback both formally and informally in real time.
10. Regularly participate in organized clinical discussions, rounds, journal clubs, conferences, and residency committees
11. Pursue faculty development designated to enhance skills, at least annually.
12. Serve as an advisor and role model of professionalism, fostering one's own and resident/student well-being, educational goal setting, career planning, scholarship, and safe, high-quality patient care based on practice-based learning and improvement efforts.
13. Pursue scholarly activities including presenting at scientific society meetings, participation in national committees and/or educational organizations, quality initiatives, publications, grants, etc.
14. Incorporate a complementary culture of learning into the current patient- and community-centered health culture, including principles of quality and equity, humanism, research, and population health.
15. Participate in the Residency Clinical Competency Committee (CCC)

Administrative Requirements:

1. Supports Program Director in ensuring continued compliance with accreditation standards.
2. Assists in creation and maintenance of written curriculum, goals, and objectives for the residency program.
3. Attends to all administrative tasks with attention to detail and in a timely fashion, including all required forms, documents, and EMR charting.
4. Participates in the residency specific committees.
5. Other duties as necessary to meet ACGME requirements, as directed by the Program Director.

SECTION VII - EDUCATION, EXPERIENCE, KNOWLEDGE & ABILITIES (requirements):

Education: Graduation from an approved and accredited school with Licensure to practice independently in New Mexico is required. Licensure must be kept current, full, and unrestricted. (Licensed Clinical Social Worker, Licensed Mental Health Counselor, Psychologist, Psychiatrist, PhD, PsyD)

Experience: Minimum of two years experience in the behavioral health professional field, preferably in primary health care. Teaching experience preferred.

Certification: Basic Life Support (BLS)/

Preferred Certifications:
 Motivational Interviewing
 Problem Solving Treatment

Other Requirements:

- 1) COVID vaccination is a requirement for all El Centro Family Health employees unless granted an exemption under applicable state or federal law.
- 2) TST Test
- 3) Hep B vaccine or waiver

Knowledge, Skills and Abilities (KSA's):

- 1) Computer literate, knowledge and ability to use Microsoft Suite (Excel, Word and PowerPoint and Outlook).
- 2) Knowledge of Electronic Health Records system.
- 3) Gather, analyze, and process information for accurate and responsible decision-making.
- 4) Requires ability to listen and evaluate component parts of communications, in order to reach accurate and objective conclusions.
- 5) Requires ability to understand and evaluate theoretical concepts and translate them into clear directions and courses of action.
- 6) Requires ability to explain procedures and processes, both orally and in written form.
- 7) Knowledge of the concepts, principles, and practices of primary care medicine.
- 8) Knowledge of the statutes, regulations, guidelines, and other requirements governing the provision of health care in the State of New Mexico.
- 9) Knowledge of organization and management.
- 10) Ability to communicate ideas and instruction orally and in writing.
- 11) Ability to supervise the work of others.
- 12) Ability to exercise poise and tact in all contacts inside and outside the clinical setting.
- 13) Ability to speak Spanish desirable.
- 14) Ability to drive to outlying locations.
- 15) Maintain valid driver's license and clearance for unrestricted automobile insurance coverage pursuant to NM State Law.

SECTION VI - PHYSICAL & OTHER DEMANDS OF THE POSITION (i.e., lifting, standing, walking, driving, working outside, etc., in accordance with ADA compliance; minimum requirements):

Physical Demands:

- Balancing, bending, lifting, carrying, climbing and pulling up to 20 lbs.
- Sitting and standing for extended periods of time of longer than four hours or more.
- Working flexible schedule (i.e., flexible, evenings, weekends or as needed.)
- Hands & fingers (feeling & dexterity)
- Hearing
- Vision
- Stooping, crouching, crawling, kneeling
- Talking
- Walking

Exposures:

- Odors, fumes, toxicants, explosive materials and chemicals
- Muscular and muscular strain
- Airborne Pathogens
- Blood borne Pathogens-Category I
- Chemicals
- Vision and hearing strain
- Noise
- Electrical current; machine vibration; moving parts
- Temperature

SECTION VII - EDUCATION, EXPERIENCE, KNOWLEDGE & ABILITIES (preferred requirements):

Ability to speak Spanish desirable.

SECTION VIII - BENEFITS:

Full benefit package as outlined in ECFH Policies and Procedures.

I acknowledge that I have read and understand the aforementioned job description. Furthermore, I am able to perform the essential job functions and meet the physical requirements of this position. I understand this is not an employment contract and a copy of such will be retained in my personnel file.

Employee Signature

Date

Supervisor Signature

Date