

# Cross Road Medical Center

## Job Description

**Job Title:** Staff Physician  
**Department:** Physician Services  
**Supervisor:** Medical Director/CEO  
**FLSA Status:** Full-time Exempt  
**Approval:** By: JRM Date: 2-24-11

**Position Summary:** Assist in medical care of all patients in a broad spectrum of general practice and emergency.

### Essential Duties and Responsibilities:

- Perform duties as a staff physician, including comprehensive patient care, attendance and participation in medical staff and administrative meetings, and assigned or delegated duties.
- Keep current all required certifications.
- Review and write and/or review clinical policies/procedures as requested.
- Attend continuing education meetings and/or acquire continuing education credits as required.
- **ASSESSMENT:** Initial and ongoing observation reflects a knowledge of pathophysiology and the disease process, including physical, psychosocial, spiritual, and educational needs, cognitive status, safety and equipment.
- **PLANNING:** Planning will reflect the identified needs as well as expected outcomes obtained from the patient assessment.
- **INTERVENTION/IMPLEMENTATION:** Demonstrates effective clinical judgment, and provides appropriate therapeutic interventions.
- **EVALUATION:** Determines effectiveness of interventions, and revises the plan of care based on expected outcomes.
- **PROFESSIONAL PRACTICE:** Practices in a professional manner, and collaborates with other health team members.
- **COMMUNICATION:** Communicates in a positive, professional and effective manner with members of the health care team, patients, and their families to promote positive patient outcomes.
- Complies with all CRMC policies.
- Understands and agrees to support the CRMC Mission Statement.

### Skills:

- Able to perform procedures, techniques, and practices involved in providing all medical services.
- Demonstrates emotional stability.
- Demonstrates high professional standards of ethical conduct.
- Evidences interest in continuing own professional growth and development.

**Qualifications:** To perform this job successfully, an individual must be able to perform the essential duties satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required.

**Education/Experience:**

- Graduate of an approved and accredited school of medicine
- Proven competence by experience and recommendation.
- Current license to practice medicine in the State of Alaska (Locum Tenens permit or temporary or full license).
- Added formal training desirable as Family Practice residency or General Surgery residency or other specialty.

**Other Skills:** Ability to read and comprehend detailed instructions, correspondence and memos. Should have effective oral, written, and telephonic communication skills, including excellent verbal and telephone etiquette. Exceptional customer service, time management, and multi-tasking skills are required. Computer skills are needed.

**Physical Demands/Work Environment:** The physical demands described here are representative of those that must be met by an office employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, to handle or feel and reach with hands and arms. The employee is frequently required to sit, stand, and talk or hear. The employee is occasionally required to walk, crouch, climb or balance. The majority of lifting required is up to 10 pounds, and occasionally up to 25 pounds. Rarely is there a need to lift more than 50 pounds.

The work environment characteristics described here are representative of those employee encounters while performing the essential functions of this job.

*While this Job Description reflects Cross Road Medical Center's best effort to describe the essential functions and qualifications of the job described, it is not an exhaustive statement of all duties, responsibilities, or qualifications of the job. This document is not intended to exclude an opportunity for modifications consistent with providing reasonable accommodation. This is not intended to be a contract.*