

RADICAL HEALING

Nurse Practitioner/Physician's Assistant Job Description

The **Nurse Practitioner (NP) or Physician's Assistant (PA)** (primary care or psychiatric) position is a full time, hybrid (in office and telehealth) position and is an essential member of the Clinical Services Team. The NP/PA will provide outpatient psychiatric evaluation and/or medication management services at the Radical Healing campus, which launched in June 2016. The NP/PA will work in coordination with outpatient counseling services to provide psychiatric services to adult and youth clients with behavioral health concerns. This position will be supervised externally by a psychiatrist with whom there is a Collaborative Practice Agreement established upon hire. Liability insurance and collaborating physician costs are both paid for by the PNP. The NP/PA will work out of one or more Radical Healing office sites in the Durham and Chapel Hill, NC area. Services will be delivered in a hybrid model with in-office and telehealth services. The NP/PA will work in collaboration with our Program Manager and Office Support Team to coordinate client care, assist with insurance pre-authorization, and caseload management.

Duties and responsibilities may vary depending on the specific needs of the organization, but they may include the following with the approximate % of time to be spent on each duty or section of duties:

- Responsible for providing psychiatric or medication management services to clients during scheduled hours. Scope of services includes outpatient psychiatric evaluations and medication management services.
- Assess, diagnose, and treat adults, adolescents, and/or children experiencing symptoms of behavioral health disorders.
- Prescribe, recommend, or discontinue drugs and treatments to treat mental, emotional, or behavioral disorders in accordance with the Collaborative Practice Agreement and the state's Nurse Practice Act.
- Collaborate with counselors, social workers, psychologists or other treatment team members to coordinate client care.
- Responsible for timely and accurate completion of medical records, including assessment, treatment plan, progress notes, outcome measures, and billing entries.
- Counsel clients during appointments, as necessary.

- Design/participate in the development of individualized treatment plans, incorporating best and leading practices into treatment interventions.
- Examine or order laboratory or diagnostic tests for clients to provide information on general physical condition and mental disorders.
- Collaborate with guardians, relatives, and significant others on client's conditions and treatment when clinically appropriate.
- Prepare and submit assessments, progress notes, reports, and summaries to entities/agencies (funders, insurance companies, etc.) as required.
- Return calls and emails promptly (within 24 hours of receipt or sooner if clinically necessary)
- Responsible for making independent decisions based on protocols developed utilizing national guidelines for treatment interventions.
- Responsible for maintaining customer relations with all agency staff and clients.
- Look for ways to improve and promote quality. Provides teaching and education to clinical staff, if requested.
- Follow all procedures and protocols as per RHC's policy, federal and state regulations, standard practice, and in accordance with the Collaborative Practice Agreement.
- Actively participate in all agency and department education, training, and in-services to confirm understanding of new information or changes to established clinical policies and procedures
- Attend monthly all staff meeting and attend at least once a month a rotation between group supervision

Compensation and Benefits: Salary expectations starting \$120,000-135,000+ based on experience with opportunities of additional bonus pay, with 75% contribution towards a Platinum or less BCBS Health Insurance Plan, 50% contribution towards dependent health insurance plans, vision, dental, 6 weeks of paid time off (includes holidays, sick time, vacation).

Education and Employment Requirements:

- Master's or Doctorate Degree in Nursing
- Graduation from a state-certified advanced practice program specializing in psychiatry/mental health with at least 1-2 years providing direct client care to persons receiving treatment for psychiatric disorders and ability to work with both adult and youth/child populations preferred.
- Successful candidates must be punctual in reporting to work, organized and detail oriented, a team player with strong written and verbal communication skills and strong interpersonal skills.
- Candidates must be able to demonstrate how they dismantle white supremacy and anti-Black racism, advocate for sexual and gender diversity and understands abolitionist, liberation-focused healing work.

- Strong applicants will have a clear, demonstrated history and experience working for people with marginalized and minoritized identities.

To apply, please email your cover letter, resume, sample bio, and headshot to Practice Manager, Ezra, at ezra@radicalhealing.us.