

# RADICAL HEALING

## **Nurse Practitioner and Physician's Assistant**

### *Psychiatric Mental Health and/or Family Medicine*

#### Job Description

The **Nurse Practitioner (NP) or Physician's Assistant (PA)** (primary care or psychiatric) position is a full or part time, hybrid (in office and telehealth) position and is an essential member of the Medical Care Team. The NP/PA will provide outpatient psychiatric evaluation and medication management services and/or provide primary care at our gender affirming medical care clinic at the main Radical Healing Durham campus. The NP/PA will work in coordination with our medical and behavioral health care teams to provide psychiatric services to adult and youth clients with behavioral health concerns. This position will be supervised by an internal collaborating physician with whom there is a Collaborative Practice Agreement established upon hire. Liability insurance and collaborating physician costs are both paid for by Radical Healing. Services will be delivered in a hybrid model with in-office and telehealth services. The NP/PA will work in collaboration with our Medical Care team to coordinate patient 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:

- Responsible for providing medical care including psychiatric medication management services or primary care/internal medicine to patients during clinic hours.
- Assess, diagnose, and treat adults, adolescents, and/or children experiencing symptoms of behavioral health or medical concerns and disorders.
- Prescribe, recommend, or discontinue drugs and treatments to treat mental, emotional, or behavioral disorders in accordance with the Collaborative Practice Agreement.
- Collaborate with counselors, social workers, psychologists, MDs, NPs and other treatment team members to coordinate patient care.
- Responsible for timely and accurate completion of medical records, including assessment, treatment plan, progress notes, outcome measures, and billing entries.
- Counsel patients during appointments, as necessary.
- Integrate billing knowledge to apply the appropriate charting to match the evaluation and management and psychotherapy add on codes for each patient visit
- 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 medically necessary)
- Responsible for making independent decisions based on protocols developed utilizing national guidelines for treatment interventions.
- Responsible for maintaining customer relations with all staff and patients.

- 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 all staff meetings, community retreats and attend at least once a month a rotation between group supervision

**Compensation and Benefits:** Salary expectations starting \$110,000-150,000+ 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 or PA
- At least 2 years providing direct patient care to persons receiving treatment for psychiatric disorders and/or family/internal medicine 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.

We are always looking to build community and add to our growing team of community-minded providers. While we may not always have active openings, we are actively growing our community and would love to meet you! To apply, please email your cover letter, resume, sample bio to our Director of Vision and Strategy, Dave at [dave@radicalhealing.us](mailto:dave@radicalhealing.us) with "Application Materials for NP/PA Position" in the subject line.