



Physician III

Salary Group: B35
Class Code: 4438

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
RESIDENT PHYSICIAN	4435	B20	\$51,158 - \$81,351
PHYSICIAN I	4436	B33	\$149,134 - \$252,224
PHYSICIAN II	4437	B34	\$164,048 - \$277,446
PHYSICIAN III	4438	B35	\$180,453 - \$305,191
PHYSICIAN IV	4439	B36	\$198,499 - \$335,710

GENERAL DESCRIPTION

Performs highly advanced and/or managerial (senior-level) medical, clinical, or public health work. Work involves directing and coordinating medical or public health activities, monitoring medical trends and activities, and making recommendations for improvement. May include diagnosing and treating patients, and administering specialized medical treatments and procedures. May supervise the work of others. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Directs staff and coordinates medical or public health activities.

Directs and/or reviews the development of clinical guidelines, health education, strategies, and resources for clients and/or direct care staff.

Performs clinical and/or managerial work, and provides direction and guidance in strategic operations and planning.

Advises staff on unusual or difficult medical problems.

Monitors ongoing medical treatment, reviews diagnostic studies, conducts clinical assessments of abnormal test results, and follows up with or refers patients as appropriate.

Monitors medical trends and activities.

Presents recommendations on hospital policies and new forms of treatment; and the need for equipment, facilities, staff, and budgeting.

Reviews patient clinical records, and reviews plans for patient rehabilitation.

Reviews, recommends, or oversees plans for research projects.

May supervise the work of others.

Performs related work as assigned.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in medical, clinical, or public health work. Graduation from an accredited college of medicine with a degree as a medical doctor. Completion of a residency program accredited by the Accreditation Council for Graduate Medical Education.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of medical methods, procedures, and trends; the principles and practices in the development, implementation, and documentation of individualized care and treatment plans; the principles of public health practices; disease management and risk analysis; and the principles and practices of clinical or public administration and management.

Skill in the care and treatment of patients; in the use of medical diagnostic and treatment tools and equipment; in the use of a computer and applicable software; in developing, describing, and communicating medical or public health plans and procedures; in project management, prioritization, and program evaluation; in problem identification, analysis, and resolution; and in process facilitation techniques, team-building, negotiation, conflict resolution, and strategic planning.

Ability to examine, diagnose, and treat physical or mental disorders; to interpret laboratory analyses and x-rays; to direct medical activities; to interact effectively and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic, and professional backgrounds; to foster partnerships and agreements with individuals and entities on a national, state, and local level; to communicate effectively; and to supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a medical doctor by the State of Texas.