



Physician IV

Salary Group: B36

Class Code: 4439

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 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 directing the diagnoses and treatment of patients, and administering specialized medical treatments and procedures. Supervises 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, organizes, and evaluates treatment programs.

Directs the examination and diagnoses of patients, and administers treatment and medication as needed.

Directs strategic operations and planning.

Oversees and/or designs and reviews evaluation tools to ensure quality control of state programs.

Oversees and/or advises staff on unusual or difficult medical problems, new and investigatory medications, and treatment techniques.

Consults with treatment program staff and recommends the type and degree of medical treatment needed.

Reviews patient records and files to determine the progress, effectiveness, and appropriateness of treatment services offered.

Recommends and/or conducts medical research, and prepares reports.

Monitors medical trends and activities in treatment options through the review of publications and research to increase the understanding of various diagnoses.

Serves as attending team physician.

Supervises 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.