



Position Title: Psychiatric Nurse Practitioner
Reports To: Medical Director
Division: Equality Care Centers (YNHC | SAG)
Department: Clinical
Classification: Exempt

Position Summary:

Equality Health is an Arizona-based population healthcare company focused on improving care delivery for underserved populations through culturally-sensitive programs that improve access, quality, and patient trust. Our mission is to ensure diverse populations receive quality health care that improves and enriches their lives. We have developed our product portfolio around centralized technology, services, and network designs intended to organize a better healthcare delivery system for cultures that have struggled with integrating into the traditional one-size-fits-all U.S. healthcare system.

The Nurse Practitioner is responsible for psychiatric assessment, evaluation, psychopharmacological follow-up and monitoring of clinic patients.

Equality Health designates this position as safety-sensitive and a position that includes tasks and duties that Equality believes could affect the safety or health of the employee performing the job or others.

Responsibilities:

- Respond to and initiates care for members requiring mental health services
- Identify mental health problems and prescribe treatment/care plans
- Assess members at various sites including hospital and medical centers, emergency departments, private homes, and clinics and post-acute facilities
- Perform structured assessments including quality of life, physical, mental, spiritual, cultural, social and health literacy
- Conduct member interviews and review member charts; document health status and barriers to care; determine coping mechanisms
- Review and maintain documentation of medications and patient treatment plans
- Prescribe medications to the extent allowable by state guidelines and clinic regulations
- Update charts and patient information to show current findings and treatments
- Refer patients to Medical Director or physician specialists when needed (e.g., psychologists, specialists, physical therapists, neurologists, etc.)
- Collaborate with other nurse practitioners and physician assistants and Medical Director to form a high performing medical team; exercise professional judgment regarding consultation with supervising physicians concerning appropriate treatment
- Provide patient counseling, education and coordination of care as necessary
- Address concerns or answer questions that patients have about their health and well-being; give appropriate advice for healthy habits (e.g., diet and hygiene) and preventative actions to promote overall health
- Cultivate a climate of trust and compassion for patients

- Support and advocate for behavioral health research; keep abreast with developments and best practices regarding substance abuse and addiction
- Actively serve as a role model and exemplify Equality Health’s mission and values
- Establish and maintain positive and effective work relationships with a diverse network of physicians, administrative leadership and staff

Required Knowledge, Education & Experience:

- Master’s degree in Nursing (MSN); Doctor of Nursing (DNP) is preferred
- Graduate of a nurse practitioner program accredited either through the Commission on Collegiate Nursing Education (CCNE) or the Accreditation Commission for Education in Nursing (ACEN)
- Current and unrestricted licensure in the State of Arizona with no board sanctions or actions in the previous ten (10) years
- Minimum three (3) years of experience in clinical practice as a Nurse Practitioner in a behavioral health or psychiatric setting
- DEA license, or ability to obtain prior to employment
- Proven knowledge and familiarity with EMR systems (e.g., eClinicalWorks)
- Proficiency with Microsoft Office applications and Internet/Intranet resources

Highly Preferred Skills, Abilities & Qualifications:

- Two (2) years of experience in the field of chemical dependency
- Bilingual; able to read, write, and speak Spanish and English proficiently
- Experience in working with underserved populations is highly desirable
- Excellent written, verbal and interpersonal communication skills; able to explain complex medical issues in a way that patients can understand
- Demonstrated ability to handle highly sensitive and confidential information in compliance with Health Insurance Portability and Accountability Act (HIPAA), and company confidentiality policies and procedures
- Able to demonstrate compassion and understanding with patients who are sick or injured and may be in extreme pain or distress
- High detail orientation; observant and have a strong ability to focus when evaluating and treating patients
- Excellent problem-solving skills and diligence in evaluating patients’ symptoms, and when investigating complicated medical issues to determine the best course of treatment