



**Position Title:** PM&R Physician  
**Reports To:** President, Equality Care Centers  
**Division:** Equality Care Centers (YNHC | SAG)  
**Department:** Clinical  
**Classification:** Exempt  
**Revision Date:** January 8, 2019

### **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. Equality Care Centers (ECC) are key partners in the Equality Health Network, furthering our mission to focus on underserved areas and adding essential access points to our continuum of care. YNHC will serve high-risk members—those with co-occurring medical and pain conditions, complementing the care delivered by our providers in the Equality Health Network.

The PM&R Physician is responsible for providing a variety of pain management care and is focused on identifying, treating, and alleviating the symptoms of chronic pain sufferers. This individual will seek to relieve the pain and suffering of our patients using an integrated, multi-modal approach to pain management that includes physical and behavioral health.

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:**

- Conduct full and complete physical examinations of patients; assess chief complaints, determine extent of pain and establish pain management strategies
- Engage in alternative visit type initiatives such as telemedicine and virtual appointments
- Review and maintain documentation of medications and patient treatment plans; update charts and patient information to show current findings and treatments
- Provide relief from acute or chronic pain through medications, nerve blocks, electrical stimulation, trigger point injections or other therapies; administer and order diagnostic tests
- Prescribe medications to the extent allowable by state guidelines and clinic regulations; evaluate patients' response to medications and treatments
- Write orders, prescribe therapies and refer patients for multi-modal pain and behavioral health treatments
- Collaborate with primary care, pain management and behavioral providers to form a high-performing medical team managing acute and/or long-term patient care
- Provide patient counseling, education and coordination of care as necessary
- Refer patients to Medical Director or provider specialists when needed (e.g., behavioral health, physical therapy, neurologists, etc.)

- 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
- Provide a minimum of forty (40) available clinical patient care hours per week; additional working hours may be required to complete required clinical activities such as documentation and coordination of patient care
- Support and advocate for clinical pain research; keep abreast with developments and best practices regarding pain management, pain treatment, substance abuse and addiction
- Participate in growing patient base through networking, community education or other reasonable marketing activities
- 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:**

- Graduate of an American or Canadian medical school accredited by the Accreditation Council for Graduate Medical Education (ACGME); or, equivalent training in a foreign medical school with successful completion of the ECFMG and FLEX examinations
- Full training in a residency program in the in the U.S. or Canada that is approved by the ACGME
- Valid board certification in pain management from the American Board of Anesthesiology, American Osteopathic Association, American Board of Psychiatry, American Board of Neurology or, the American Board of Physical Medicine and Rehabilitation
- Current and valid licensure by the Arizona Medical Board with no board sanctions or actions in the previous ten (10) years
- Minimum five (5) years of clinical practice experience
- Ability to receive and maintain DPS Level 1 Fingerprint Clearance Card and BLS/CPR certification within 30 days of hire
- Proven knowledge and familiarity with EMR systems (e.g., eClinicalWorks, Athena)
- Proficient with Microsoft Office applications and web-based technologies

**Highly Preferred Skills, Abilities & Qualifications:**

- Experience in working with diverse and underserved populations with a strong understanding of multicultural issues
- Familiarity with health issues in the Hispanic population or social determinants of health
- Bilingual; able to read, write, and speak Spanish and English proficiently
- Excellent written, verbal and interpersonal communication skills; able to explain complex medical issues in a way that patients can understand
- Able to effectively collaborate, educate and mentor physicians and other members of the healthcare networks
- Prior experience in establishing medical management policy, utilization management, value-based care and/or care management



**EQUALITY  
HEALTH**

## JOB DESCRIPTION

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