



NURSE PRACTITIONER

Classification specifications are only intended to present a descriptive summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications *may not include all* duties performed by individuals within a classification. In addition, specifications are intended to outline the *minimum* qualifications necessary for entry into the class and do not necessarily convey the qualifications of incumbents within the position.

FLSA STATUS: Exempt

DEFINITION:

Under supervision of the Medical Director and within written guidelines, the Nurse Practitioner is an advanced practice registered nurse (APRN) who will provide comprehensive psychiatric and mental health care services to individuals and/or to their families. Building upon the skills and experience, the Nurse Practitioner will demonstrate an increasing autonomy in clinical expertise, as well as in psychopharmacology and psychotherapy, and leadership potential within the mental health team. In addition, the Nurse Practitioner will conduct psychiatric evaluations, diagnoses mental health disorders, develops and implements treatment plans, prescribes and manages psychotropic medications, and provides individual, group, and/or family therapy. This classification is designated for nurse practitioners who are certified to practice without standardized procedures in settings that include a physician and surgeon, such as public behavioral health agencies, clinics, or group practices. The Nurse Practitioner collaborates closely with psychiatrists, therapists, behavioral health specialist, social workers and other members of the interdisciplinary mental health team to deliver holistic and client-centered care.

DISTINGUISHING CHARACTERISTICS:

This is a standalone advanced practice classification. Nurse Practitioners in this category are certified by the California Board of Registered Nursing (BRN) to practice autonomously under AB 890 and meet all Transition to Practice (TTP) and national certification requirements. They function independently within the scope of their training and experience, and are authorized to provide comprehensive psychiatric care, including prescribing and managing medications, without physician supervision under defined legal conditions.

The Nurse Practitioner reports to the Medical Director, Supervising or Lead Psychiatrist.

EXAMPLES OF ESSENTIAL DUTIES: Essential duties include, but are not limited to, the following:

- Conducts comprehensive psychiatric evaluations, including detailed mental health histories, psychosocial assessments, and risk assessments.
- Diagnoses a wide range of mental health disorders based on Diagnostic and Statistical Manual of Mental Disorders (DSM) criteria and clinical judgment.
- Develops and implements individualized treatment plans that integrate psychopharmacological interventions, psychotherapy, and other evidence-based modalities.



- Prescribes and manages psychotropic and related medications, including monitoring for efficacy, side effects, and potential drug interactions.
- Provides individual (client), group, and/or family psychotherapy, psychoeducation, crisis intervention, and various therapeutic modalities as appropriate.
- Conducts crisis interventions and manages acute psychiatric symptoms.
- Orders and interprets relevant laboratory tests and other diagnostic procedures.
- Monitors and evaluates effectiveness of treatment plans and modifies as needed.
- Collaborates and consults with psychiatrist, therapists, behavioral health specialists, social workers, case managers, and other healthcare professionals to ensure coordinated and comprehensive care, while maintaining autonomous clinical judgment.
- Documents and maintains all client encounters, assessments, treatment plans, and interventions accurately and in a timely manner in the Electronic Health Record (EHR) in accordance with Health Insurance Portability and Accountability Act (HIPAA) and Health Information Technology for Economic and Clinical Health (HITECH).
- Participates in quality improvement initiatives, clinical research, clinical case conferences, staff trainings and the development of mental health protocols and guidelines.
- Provides leadership, mentorship and clinical guidance to other healthcare providers and trainees.
- Maintains current knowledge of relevant mental health trends, research findings, and best practices in psychiatric care.
- Adheres to all of "Tri-City's" policies, procedures, and ethical standards, including those related to confidentiality and client's rights.
- Performs other duties as assigned within the scope of practice and licensure.

QUALIFICATIONS:

Any combination of education, training, and experience that provides the required knowledge, skills, and abilities to perform the essential duties of the position is qualifying. Incumbents will possess the most desirable combination of education, training, skills, and experience, as demonstrated in their past and current employment history. A typical example includes:

Education, Training, and Experience:

- Master's Degree in Nursing (MSN) required; or a Doctorate of Nursing Practice (DNP) preferred; with emphasis in psychiatric/mental health field. A certificate as a Public Health Nurse is desirable. Experience working with people with serious mental illnesses.
- Completion of at least 4,600 hours (**3 full-time equivalent years**) of supervised clinical practice as a Nurse Practitioner within the five years prior to application, as required for a 103 certification.
- Demonstrated experience providing psychiatric care to individuals with serious mental illness, preferably in public behavioral health or community settings.

Licensure/Registration/Certification:



- Current and active California Registered Nurse (RN) license.
- Current and active California Nurse Practitioner (NP) certification.
- Certification by the California Board of Registered Nurse (BRN) as a 103 Nurse Practitioner (NP) under B & P Code 2837.103
- National Board Certification as a **Psychiatric-Mental Health Nurse Practitioner (PMHNP)** from a recognized certifying body (e.g., American Nurses Credentialing Center [ANCC], American Academy of Nurse Practitioners [AANP], Pediatric Nursing Certification Board [PNCB]).
- Drug Enforcement Agency (DEA) license or registration for prescribing controlled substances.
- Possession of a valid California Driver's License, with a satisfactory driving record, and a properly registered and insured vehicle, to be maintained throughout employment.

Knowledge of:

- Advanced principles and practices of psychiatric and mental health nursing, including psychopathology, psychopharmacology, and various psychotherapeutic modalities.
- Current diagnostic criteria (DSM) and treatment guidelines for a wide range of mental health disorders across the lifespan.
- Principles of psychopharmacology, including the mechanisms of action, indications, contraindications, side effects, and monitoring requirements for psychotropic medications.
- Techniques and psychotherapy procedures used in the diagnosis and treatment of individual, group and/or family therapy.
- Crisis intervention and management strategies for acute psychiatric symptoms.
- Principles of mental health maintenance and management.
- Relevant state and federal regulations governing nurse practitioner practice in mental health, including prescriptive authority and confidentiality laws, regulations, and ethical standards (e.g., Lanterman-Petris-Short Act, HIPAA).
- Principles of evidence-based practice and quality improvement in mental health care.
- Medical terminology, neuroanatomy, and neurophysiology relevant to mental health.
- Infection control practices and safety protocols in a mental health setting.
- Community mental health systems, Electronic Health Record (EHR) systems and documentation requirements specific to mental health.
- Legal and ethical considerations in mental health care, including commitment to client's rights.
- Principles of psychoeducation, motivational interviewing and social determinants of health and impact on psychiatric conditions.

Skill to:

- Render professional mental health services in the field of psychiatry.

Ability to:



- Conduct comprehensive psychiatric evaluations and accurately assess mental health status.
- Formulate accurate diagnoses based on DSM criteria and clinical assessment.
- Development and implement individualized and holistic mental health treatment plans.
- Prescribe and manage psychotropic medications safely and effectively.
- Provide various forms of psychotherapy with competence and empathy.
- Conduct effective crisis interventions and manage acute psychiatric situations.
- Communicate effectively and therapeutically with individuals experiencing mental health challenges and with their families.
- Collaborate and communicate effectively within an interdisciplinary mental health team.
- Establish and maintain effective working relationships with staff, clients and others.
- Exercise sound clinical judgment and decision-making skills in complex psychiatric situations.
- Organize and prioritize workload efficiently in a mental health setting.
- Maintain accurate and detailed mental health records, adhering to confidentiality requirements.
- Demonstrate leadership qualities and serve as a resource for other staff.
- Maintain client confidentiality and adhere to ethical principles specific to mental health care.
- Utilize technology effectively in the delivery of mental health care.
- Demonstrate cultural sensitivity and competence in working with diverse populations.
- Obtain complete client medical and mental health histories.
- Keep abreast of all local, State, federal, and other regulatory laws, rules, and regulations, and Agency policies and procedures, relating to scope of practice.
- Perform routine therapeutic procedures.
- Order laboratory tests and interpret results.
- Recognize social problems which effect mental health and assist in securing adjustments.
- Understand, interpret and apply appropriate procedures and protocols including administering medication, and determine situations requiring consultation or referral of case to a physician.
- Document thoroughly and accurately using Electronic Health Records (EHR).
- Assist with Cardiopulmonary Resuscitation (CPR) as needed.

Special Requirements:

- Maintain a valid and in good standing, all licensures/certifications.

PHYSICAL AND MENTAL DEMANDS (ADA):

This position requires prolonged sitting, reaching, twisting, turning, bending, stooping, lifting, and carrying paper and documents weighing up to 15 pounds in the performance of daily activities; grasping, manipulating small objects and precision instruments to give injections, take pulse and



blood pressure; repetitive hand movement and fine coordination in preparing reports and data using a computer keyboard; sufficient vision to see near and far with the ability to read gauges, thermometers and calibrated measuring instruments, labels on medications, computer screen and reading correspondence, reports, and statistical data; communicates clearly with others in meetings, on the phone, virtually or in person.

Highest level of mental aptitude required to perform complex tasks including mental or medical assessment, diagnosis and treatment of public behavioral health clients; make sound judgments, actions or decisions to prevent injury/loss of life, and manage risk; able to adapt to changes, and learn new procedures/techniques.

ENVIRONMENTAL CONDITIONS:

Potential exposure to violent or emotionally disturbed individuals. Frequent exposure to stress due to complex client care needs. Potential exposure to infectious diseases, bloodborne pathogens, and hazardous materials. May work in a climate-controlled healthcare setting with occasional temperature variations and/or in an outdoor setting with deviancies in temperature.

WORKING CONDITIONS:

In accordance with California Government Code Section 3100, Tri-City Mental Health Authority employees, in the event of a disaster, are considered disaster service workers and may be asked to protect the health, safety, lives, and property of the people of the State.

Receive satisfactory results from a background investigation, which includes fingerprinting; a pre-employment physical examination, which includes a drug/alcohol and TB test; and an administrative review.