



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

PSYCHIATRISTS

Class Title	Class Code	Pay Band	Alt Pay Band*
Psychiatrists-B	K1066B	75	95
Psychiatrists-O	K1066O	80	96
Psychiatrists-A	K1066A	85	97

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Diagnose, treat, and help prevent disorders of the mind.

Nature of Work

Psychiatrists are the primary mental health caregivers. They assess and treat mental illnesses through a combination of psychotherapy, psychoanalysis, hospitalization, and medication. Psychotherapy involves regular discussions with patients about their problems; the psychiatrist helps them find solutions through changes in their behavioral patterns, the exploration of their past experiences, or group and family therapy sessions. Psychoanalysis involves long-term psychotherapy and counseling for patients. In many cases, medications are administered to correct chemical imbalances that cause emotional problems.

Distinguishing Characteristics of Levels

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

Basic

- Employees in this Role provide standard psychiatric services to inpatients and outpatients.
- Employees lead interdisciplinary team in interviewing new patients to assess mental status, establish diagnosis and determine appropriate therapeutic treatment.

Recommended Education and Experience for Full Performance*

Medical Doctorate/PhD in Psychiatry and six (6) years paid experience in clinical psychology or providing psychiatric services.

Minimum Qualifications

Medical Doctorate/PhD in Psychiatry and six (6) years paid experience in clinical psychology or providing psychiatric services.

Operational

- Employees in this Role provide proficient psychiatric services to patients.

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- Employees provide psychiatric evaluation and care to mentally ill adults and emotionally ill adolescents; perform individual and group psychotherapy; provide psycho pharmacotherapy.
- Employees lead interdisciplinary team in interviewing new patients to assess mental status, establish diagnosis and determine appropriate therapeutic treatment.

Recommended Education and Experience for Full Performance*

Medical Doctorate/PhD in Psychiatry and six (6) years paid experience in clinical psychology or providing psychiatric services.

Minimum Qualifications

Medical Doctorate/PhD in Psychiatry and six (6) years paid experience in clinical psychology or providing psychiatric services.

Advanced

- Employees in this Role provide thorough psychiatric services to patients in a psychiatric institution.
- Employees provide more elaborate, complex, and precise psychiatric evaluation and care to severely mentally ill adults and emotionally ill adolescents; serve as consultant to other medical staff; prepare and submit evaluation reports to the courts on either civil or forensic matters.
- Employees lead interdisciplinary team in interviewing new patients to assess mental status, establish diagnosis and determine appropriate therapeutic treatment.

Recommended Education and Experience for Full Performance

Medical Doctorate/PhD in Psychiatry and six (6) years paid experience in clinical psychology or providing psychiatric services.

Minimum Qualifications

Medical Doctorate/PhD in Psychiatry and six (6) years paid experience in clinical psychology or providing psychiatric services.

Knowledge and Skills

*Note: This information has been produced by compiling information and documentation provided by O*NET. O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.*

Knowledge

Medicine and Dentistry — Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

Therapy and Counseling — Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

Psychology — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

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Biology — Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Law and Government — Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.

Sociology and Anthropology — Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures and their history and origins.

Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

Skills

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

Speaking — Talking to others to convey information effectively.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Reading Comprehension — Understanding written sentences and paragraphs in work related documents.

Writing — Communicating effectively in writing as appropriate for the needs of the audience.

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Science — Using scientific rules and methods to solve problems.

Statutory Requirements: All applicants for this position must be licensed in accordance with the Medical Practice Act, Sections 61-6-1 through 61-6-35 NMSA 1978, and 16.10.1 through 16.10.19 NMAC, as applicable.

You must include your license or certificate number in the "License" section of the application form.

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Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

Established: 07/07/2001 **Revised:** 9/20/2011

**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.