

How to Read a Clinical Job Description - Dissected

Job Description:

Nurse Practitioner/Physician Assistant -
Family Medicine

Marin Community Clinics – San Rafael, CA, US

Marin Community Clinics is a vital link for thousands of uninsured and low-income women, children and families in Marin who cannot afford insurance or private health care. We successfully mobilize physicians, other health care providers, public agencies and a network of community organizations to create an extensive health care delivery system serving more than 35,000 patients every year.

Overview

The Family Nurse Practitioner (FNP)/Physician Assistant (PA) handles patients of all ages. The **core philosophy is individualized care. The focus is on patients' conditions as well as the effects of illness on the lives of the patients and their families.** The FNP/PA makes **prevention, wellness and patient education priorities. Informing patients about their health care and encouraging them to participate in decisions** that are central to the care provided by the FNP/PA.

Bilingual (Spanish/English) skills are preferred

Responsibilities

- Collaborate with physicians and other health professionals as needed, including providing referrals
- Counsel and educate patients on health behaviors, self-care skills, and treatment options
- Obtain medical histories and conduct physical examinations
- Diagnose, treat, and monitor chronic diseases (e.g., diabetes, high blood pressure)
- Provide well-child care, including screening and immunizations
- Providing health maintenance care for adults, including annual physicals

A. Think Like an Employer:

Employers hire people because they often have an unmet need or are trying to solve a problem. Consequently, job seekers should carefully read job descriptions for clues as to what needs/problems the employer might have. Applicants should also think critically about how their background and skills could be relevant in helping an employer meet a need.

- What needs and challenges do you think this employer might be facing in delivering their services to their clients?

B. Analyze the Responsibilities/Functions and Qualifications/Experience sections:

Once you've identified employer needs/challenges, look for qualifications that align with your experience and also ask yourself – *What skills would you need to carry out the responsibilities successfully?*

Identify desired experience:

1. Philosophy of care clues (i.e. holistic, preventative approach to care vs. med management)
2. Clinical skills
3. Clinical issues
4. Communication skills
5. Teamwork

Additional areas of desired expertise:

1. Additional skills related to populations like languages and multicultural competence

Give the employer what they're looking for by clearly giving evidence of your qualifications using relevant examples in your application materials.

C. Aligning Your Qualifications with Employer Needs:

The qualifications are closely related to the overview and responsibilities. For instance, in order to be successful in working with diverse patients, from various socioeconomic backgrounds, and also to collaborate with other health professionals, one would need excellent communication and teamwork skills. Being bilingual could help build trust and ensure more clarity with diverse patient populations.

Applicants looking to really stand out would also talk about their interest/goals in working within this type of setting and/or with these populations. They'd specifically state what they **enjoyed** about working in similar previous experiences.

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Qualifications

Completion of the education and training necessary to be a registered nurse (RN)
CA Registered Nurse License
Nurse Practitioner Furnishing License
Successful completion of a Nurse Practitioner program that conforms to the standards of CA Board of Registered Nursing
Certification through the CA Board of Registered Nursing as a Nurse Practitioner
One year minimum FNP experience
Community Health setting preferred
Combination of education and experience that demonstrates the knowledge and abilities listed above will also be considered
Computer skills required
Current BLS certification
Excellent communication skills, both written and verbal
Sensitive to the needs and situations of a multi-cultural population from a variety of income levels
Bilingual English/Spanish

C (con't). Aligning Your Qualifications with Employer Needs:

Look for consistent themes that tie back to other parts of the job description in the qualifications:

- Communication skills
- Multicultural competence
- Evidence that you have Clinical skills and are familiar with various Clinical issues
- Experience in specific settings

When thinking about what to include in your application materials and how to talk about your experiences, think about an employer's needs and how you can clearly give consistent evidence that you have what they're looking for.

ABOUT THIS COMPANY:

Marin Community Clinics has provided compassionate and affordable health care to uninsured and low-income residents of Marin County for more than 40 years. We have grown from humble beginnings where volunteer physicians and nurses saw patients in church basements, to a 21st century provider with modern facilities, highly expert paid physicians and nurses, the latest technology, and sophisticated diagnostic, treatment and prevention programs. Today, we see more than 35,000 patients every year in four medical clinics and two dental clinics spread throughout Marin County.

Marin Community Clinics provides a full range of primary health care as well as dentistry, behavioral health, obstetrics & gynecology, family planning, optometry, and some specialty services.

As the largest community health center in the County, we play a major role in the community's health care network, serving patients with insurance as well as those who are without.