

# **CAREER GUIDE FOR PHYSICIANS**

SOC Code: 29-1060

Pay Band(s): 7,8 and 9

[\(Salary Structure\)](#)

**Standard Occupational Description:** Diagnose, treat, and help prevent diseases and injuries that commonly occur in the general population.

**Physician positions in the Commonwealth are assigned to the following Roles in the [Physician Services Career Group](#):**

[Physician I](#)

[Physician II](#)

[Physician Manager I](#)

[Physician Manager II](#)

While Physicians within the Commonwealth are all located within the Physician Services Career Group, individuals may want to pursue other opportunities within the Commonwealth depending upon individual training, education, knowledge, skills, abilities, and interests.

Other Career Group(s) that may be of interest are:

[Education Administration](#)

[General Administration](#)

[Life and Physical Science](#)

## **SKILLS, KNOWLEDGE, ABILITIES AND TASKS**

(Technical and Functional Expertise)

### **Skills**

**Note:** *The technical and functional skills listed below are based on general occupational qualifications for Physicians commonly recognized by most employers. Typically, you will not be required to have all of the skills listed to be a successful performer. Recruitment and selection standards for an individual state job must be based on the specific knowledge, skills, and abilities for that job as indicated in the job announcement and job description in the Employee Work Profile.*

1. Understanding written sentences and paragraphs in work related documents.
2. Using scientific rules and methods to solve problems.
3. Considering the relative costs and benefits of potential actions to choose the most appropriate one.
4. 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.
5. Talking to others to convey information effectively
6. Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
7. Understanding the implications of new information for both current and future problem solving and decision-making.

8. Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
9. Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.
10. Communicating effectively in writing as appropriate for the needs of the audience

## **Knowledge**

**Note:** *The technical and functional knowledge statements listed below are based on general occupational qualifications for Physicians commonly recognized by most employers. Typically, you will not be required to have all of the knowledge listed to be a successful performer. Recruitment and selection standards for an individual state job must be based on the specific knowledge, skills, and abilities for that job as indicated in the job announcement and job description in the Employee Work Profile.*

### The **Knowledge** of:

1. 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.
2. Plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.
3. Structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
4. Principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.
5. Business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
6. Chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.
7. Principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems.
8. 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.
9. Principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
10. Arithmetic, algebra, geometry, calculus, statistics, and their applications.

## **Abilities**

**Note:** *The technical and functional abilities listed below are based on general occupational qualifications for Physicians commonly recognized by most employers. Typically, you will not be required to have all of the abilities listed to be a successful performer. Recruitment and selection standards for an individual state job must be based on the specific knowledge, skills, and abilities for that job as indicated in the job announcement and job description in the Employee Work Profile.*

### The **Ability** to:

1. Combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
2. Communicate information and ideas in speaking so others will understand.
3. Keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.

4. Tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
5. Quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.
6. See details at close range (within a few feet of the observer).
7. Read and understand information and ideas presented in writing.
8. Listen to and understand information and ideas presented through spoken words and sentences.
9. Speak clearly so others can understand you.
10. Arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).

### **Tasks**

**Note:** *The following is a list of sample tasks typically performed by Physicians. Employees in this occupation will not necessarily perform all of the tasks listed.*

1. Advise patients and community members concerning diet, activity, hygiene, and disease prevention.
2. Collect, record, and maintain patient information, such as medical history, reports, and examination results.
3. Explain procedures and discuss test results or prescribed treatments with patients.
4. Monitor the patients' conditions and progress and re-evaluate treatments as necessary.
5. Order, perform and interpret tests, and analyze records, reports and examination information to diagnose patients' condition.
6. Prescribe or administer treatment, therapy, medication, vaccination, and other specialized medical care to treat or prevent illness, disease, or injury.
7. Refer patients to medical specialists or other practitioners when necessary.
8. Conduct research to study anatomy and develop or test medications, treatments, or procedures to prevent or control disease or injury.
9. Coordinate work with nurses, social workers, rehabilitation therapists, pharmacists, psychologists and other health care providers.

## **INTERESTED?**

Like people, occupations have traits or characteristics. These characteristics give important clues about the nature of the work and work environment, and give you an opportunity to match your own personal interests to a specific occupation. When you choose a job in an occupation that matches your own interests you have taken an important step in planning a successful and rewarding career.

The Physician occupation has **Investigative**, **Social**, **Enterprising**, and **Realistic** characteristics as described below:

**Investigative** — Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.

**Social** — Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.

**Enterprising** — Enterprising occupations frequently involve starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.

**Realistic** — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

## **LICENSURE, REGISTRATION, OR CERTIFICATION REQUIREMENTS**

It is nationally recognized that physician services is a health field career and is regulated to ensure competent delivery of health care services to citizens. Therefore professional standards and competencies including licensure are expected.

The Department of Labor provides the following information:

All States, the District of Columbia, and U.S. territories license physicians. To be licensed, physicians must graduate from an accredited medical school, pass a licensing examination, and complete 1 to 7 years of graduate medical education. Although physicians licensed in one State usually can get a license to practice in another without further examination, some States limit reciprocity. Graduates of foreign medical schools generally can qualify for licensure after passing an examination and completing an U.S. residency.

M.D.s and D.O.s seeking board certification in a specialty may spend up to 7 years in residency training, depending on the specialty. A final examination immediately after residency or after 1 or 2 years of practice also is necessary for certification by the American Board of Medical Specialists or the American Osteopathic Association. There are 24 specialty boards, ranging from allergy and immunology to urology. For certification in a subspecialty, physicians usually need another 1 to 2 years of residency.

The Virginia Board of Medicine provides requirements for licensure and continuing competency for this occupation. Licensing information for Physician can be found on the Department of Health Professions' web site at <http://www.dhp.state.virginia.us/>.

## **EDUCATIONAL, TRAINING, AND LEARNING OPPORTUNITIES**

The Department of Labor provides the following information:

Physicians and surgeons serve a fundamental role in our society and have an effect upon all our lives. They diagnose illnesses and prescribe and administer treatment for people suffering from injury or disease. Physicians examine patients, obtain medical histories, and order, perform, and interpret diagnostic tests. They counsel patients on diet, hygiene, and preventive healthcare.

There are two types of physicians: M.D.—Doctor of Medicine—and D.O.—Doctor of Osteopathic Medicine. M.D.s also are known as allopathic physicians. While both M.D.s and D.O.s may use all accepted methods of treatment, including drugs and surgery, D.O.s place special emphasis on the body's musculoskeletal system, preventive medicine, and holistic patient care. D.O.s are more likely than M.D.s to be primary care specialists although they can be found in all specialties. About half of D.O.s practice general or family medicine, general internal medicine, or general pediatrics.

Physicians work in one or more of several specialties, including, but not limited to, anesthesiology, family and general medicine, general internal medicine, general pediatrics, obstetrics and gynecology, psychiatry, and surgery.

It takes many years of education and training to become a physician: 4 years of undergraduate school, 4 years of medical school, and 3 to 8 years of internship and residency, depending on the specialty selected. A few medical schools offer a combined undergraduate and medical school programs that last 6 rather than the customary 8 years.

The minimum educational requirement for entry into a medical school is 3 years of college; most applicants, however, have at least a bachelor's degree, and many have advanced degrees.

Acceptance to medical school is highly competitive. Applicants must submit transcripts, scores from the Medical College Admission Test, and letters of recommendation. Schools also consider applicants' character, personality, leadership qualities, and participation in extracurricular activities. Most schools require an interview with members of the admissions committee.

Following medical school, almost all M.D.s enter a residency—graduate medical education in a specialty that takes the form of paid on-the-job training, usually in a hospital. Most D.O.s serve a 12-month rotating internship after graduation and before entering a residency, which may last 2 to 6 years.

According to the Virginia Area Health Education Centers Programs <http://www.ahec.vcu.edu/hcmanual.htm> Virginia's three medical schools (Eastern Virginia Medical School, University of Virginia, and Virginia Commonwealth University) all offer the M.D. degree. A new Osteopathic School of Medicine is in the planning stages at Virginia Tech.

## **COMMONWEALTH COMPETENCIES**

Competencies are a set of identified behaviors, knowledge, skills, and abilities that directly and positively impact the success of employees and the organization. Competencies can be observed and measured. When consistently demonstrated, competencies make employees particularly effective in their work. Competencies help lay out a road map to career success. You can use the Commonwealth Competencies to help improve your individual performance by adopting behaviors that make high performing employees successful in their jobs. In this way, you can use the Commonwealth Competencies for your further professional development.

### **The Commonwealth Competencies are:**

1. Technical and Functional Expertise
2. Understanding the Business
3. Achieving Results
4. Serving the Customer
5. Teamwork
6. Interpersonal and Communication Skills
7. Leadership and Personal Effectiveness

The above competencies may be applied to employees throughout the Commonwealth of Virginia. They can be rank-ordered by agencies and hiring managers to represent the needs of

a specific job. The rank ordering will change depending upon the occupation, an organization's priorities, the actual job requirements, and the supervisor's preferences.

Career success is both about what you do (applying your technical knowledge, skills, and ability) and how you do it (the consistent behaviors you demonstrate and choose to use) while interacting and communicating with others. Hopefully, by studying the Commonwealth competencies, identifying your developmental opportunities, and working to refine your own competence, you can take charge of your career!

For additional information about the **Commonwealth Competencies** go to: [http://jobs.state.va.us/cc\\_planningctr.htm](http://jobs.state.va.us/cc_planningctr.htm). For the competencies, we first list the competencies and then define each. Finally, we list competency indicators; to describe what successful performance looks like.

## **COMMONWEALTH CAREER PATH**

Career opportunities in the Commonwealth are not limited to moving “up” to the next highest role and pay band, changing positions, or to becoming a supervisor. That’s because most roles describe a broad group of occupationally related positions that perform a range of work that requires increased knowledge and skills. For that reason, Commonwealth roles describe the career paths within the same or higher-level role for the same or different Career Group. The broad salary range and the Commonwealth’s pay practices provide flexibility in recognizing career development and advancement. (Salary Structure)

For example: **Physician**

PAY BAND	PRACTITIONER ROLES
7	Physician I
8	Physician II

PAY BAND	MANAGER ROLES
8	Physician Manager I
9	Physician Manager II

### **Sample Career Path**

#### **Physician I**

The Physician I role provides a career track for physicians that examine, diagnose, treat, counsel, and prescribe treatment for patients and make referrals to medical or clinical specialists.

#### **Physician II**

The Physician II role provides a career track for physicians that lead or supervise health care services and/or serves as expert consultants in a medical specialty.

#### **Physician Manager I**

The Physician Manager I role provides career tracks for physicians that direct one or more statewide health programs or a variety of health programs for a district or region. Positions in this role ensure that policies, procedures, and outcomes of health care activities comply with regulatory, legal, and medical standards.

### **Physician Manager II**

The Physician Manager II role provides career tracks for Chief Physicians who are medical facility directors providing overall medical, administrative, and clinical direction for a state residential or medical facility; or medical directors overseeing medical care for a state medical facility or a statewide health system; or the administrator and medical consultant to a statewide medical regulatory board; or Commonwealth's Medical Examiner.

### **ADDITIONAL OCCUPATIONAL INFORMATION CAN BE FOUND AT:**

O\*NET (Occupational Information Network)

[http://online.onetcenter.org/gen\\_search\\_page](http://online.onetcenter.org/gen_search_page)

Virginia Employment Commission

<http://www.alex.vec.state.va.us/>

Career One Stop

<http://www.careeronestop.org/>

Virginia Career Resource Network

<http://www.vacrn.net/>

### **Professional Organizations**

Medical Society of Virginia

<http://www.msv.org/>

American Osteopathic Association

<http://www.aoa.net.org/>

American Medical Association

<http://www.ama-assn.org/>

American Association of College of Osteopathic Medicine

<http://www.aacom.org/>