

JOB ANNOUNCEMENT

POSITION: Community Health Nurse
PROGRAM: Community Health Department
ACCOUNT CODE: 3000-050-6010
SUPERVISOR: Nursing Administrator
SALARY RANGE: \$ 67,917.00 -\$76, 419.00 (Grade: 32-33 depending on experience)
CLASSIFICATION: EXEMPT
LOCATION: Owyhee, Nevada

OPENS: December 28, 2018

CLOSES: Open Until Filled

SPECIFICATIONS: All applications must be fully completed. Any incomplete, undated or unsigned applications will not be processed (Do not refer to the resume in lieu of making required comments on the application) Please attach all required documentation as specified in the Job Announcement. **Failure to attach required documents will disqualify you from consideration for this position.** Employment Applications are available at the Human Resource Department. Any questions regarding this position is to be directed to the Human Resource Department at the above listed telephone number.

Preference for filling vacancies will be given to qualified Indian Applicants in accordance with the Indian Preference Act (Title 25 U.S. Code, Section 472 and 473). However, the Shoshone-Paiute Tribes is an equal opportunity employer and all qualified applicants will be considered in accordance with the provisions of Section 703 (l) of the Title VII of the Civil Rights Act of 1964, as amended.

The Shoshone-Paiute Tribes application form for employment must be received by the Human Resources Office by 5:00 PM of the closing date of this job announcement.

All Interview notifications will be made by certified mail. It is your responsibility to notify HR if your mailing address and/or phone number changes.

In accordance with Shoshone-Paiute Tribes' Resolution No. 00-SPR-31, all new employees are required to pass a pre-employment drug/alcohol test.

THE SHOSHONE-PAIUTE TRIBES RESERVES THE RIGHT TO CONDUCT BACKGROUND CHECKS ON ALL NEW EMPLOYEES. In accordance with Shoshone-Paiute Tribes' Resolution No. 95-SPR-135

SPECIAL CONSIDERATIONS:

Because of the sensitive and trusted nature of this position, the Public Health Nurse is subject to initial, for cause, and suspicion less (random) drug/alcohol testing. Prior to providing patient care, a background check and skills verification is required. This individual works in patient situations requiring good judgment, critical thinking skills, and discretion. Work requires driving on rural roads, and in inclement weather.

Position Summary:

The Public Health Nurse provides nursing services to individuals, families, groups and the community at large. Nursing interventions are directed towards the goals of prevention, assessment, risk reduction and health improvement. Under the general direction of the Nursing Administrator, the PHN utilizes the nursing process to assess and identify community needs, analyze data, plan interventions, implement, and then evaluate the outcome. Using the principles of community health care planning, and case management, facilitates linkages between families, community agencies, specialty and primary care providers. This supervisory position assures the establishment of a system of staff development linked to semi-annual performance evaluations and individual development plans. The incumbent must be sensitive to the needs of the Native American community, its culture, traditions, behavior patterns and background.

Major Duties and Responsibilities:

- Promotes positive working relationships and works effectively as part of the nursing team to meet the goals of the patients and the objectives of the OCHF.
- Provides direct patient care in compliance to all community health care standards.
- Promotes positive, supportive, respectful communication to all external sources, patients, family and staff.
- Strives for continuous improvement in all aspects of care delivery by adhering to established policies, processes and standards regarding patient care, quality and documentation.
- Provides an environment which promotes respect for the patients, their privacy, confidentiality and property.
- Initiates appropriate preventive and rehabilitative strategies.
- Consults with and educates the patient, family, and other team members regarding disease process, self-care techniques and preventive strategies.
- Provides supervision of the LPN and community health representatives (CHRs) to ensure patient health, safety, and compliance with the plan of care.
- Directs, coordinates, evaluates and supervises the quality of patient care services provided by the department.
- Supports care management philosophy. This includes collaborative patient focused planning, case management designed to meet individual health needs, and promote quality and cost effective outcomes.

- Assures the completion of all appropriate clinical records needed for compliance with state and federal legislation, and the delivery of seamless service within established timeframes.
- Maintains current knowledge and contact with all available tribal resources.
- Ensures problem resolution at the point of contact.
- Monitors results, progress and takes corrective action on quality indicators.
- Knowledge of QA principles, standards and activities.
- Performs other duties as assigned by supervisor.

Other Factors Influencing Position:

- Knowledge of health programs and professional public health nursing principles, practices and procedures.
- Knowledge and ability to apply methods and techniques of education to stimulate behavioral changes related to good health practices.
- Knowledge of the mores and customs of the Native American people and the ability to appreciate cultural differences and their effect on health care delivery.
- Knowledge of available local resources including tribal, community, state and federal programs.

QUALIFICATIONS:

- Graduation from an accredited nursing program.
- Current license from any state as a registered nurse in good standing. BSN or MPH preferred.
- Possess and maintain CPR and AED certification. ACLS and PALS certification preferred.
- Two years supervisory experience preferred.
- Minimum of two years clinical experience preferred.
- Driver's license in good standing in order to operate Tribal vehicles.

SCOPE:

- The PHN scope of work covers a wide range of nursing services including supervision and management of personnel, assessment and implementation of patient care, organizational capabilities to perform department responsibilities, problem solving skills, resource development and management.