

# Winslow Indian Health Care Center

## Job Vacancy Announcement #WDH-22-53

### Closing Date: Open until filled

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#### **POSITION TITLE: Clinical Nurse Resident (for new grads)**

#### **DEPARTMENT: Nursing (Ambulatory Care, Urgent Care or Specialty Clinic)**

#### **Position Summary:**

Ambulatory care and specialty care clinical nurse residents will be under the general supervision of the Ambulatory Care Supervisory Clinical Nurse. Urgent Care clinical nurse residents will be under the general supervision of the Urgent Care Supervisor. Clinical nurse residents also work closely with Supervisor, Preceptor, Nurse Educator, and Nurse Executive to develop clinical and leadership skills and facilitate transition from a novice nurse to an advanced and competent professional nurse in the clinical environment. Clinical nurse residents plan, direct, and coordinate the daily patient care activities. Ensures adherence to established clinical policies, protocols, regulations, and standards. Provides nursing care, within scope of practice, to patients in accordance with standards of nursing care and primary care provider orders. Serves as the clinical oversight and will receive medication direction from the medical staff. Upholds the principles of WIHCC's Vision, Mission, and Value Statements. Maintains confidentiality of all privileged information at all times.

*This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.*

#### **Essential Duties & Responsibilities:**

- Maintains regular attendance and punctuality. Performs clinical procedures of taking vital signs, measuring heights and weights, testing capillary blood glucose, and obtaining blood draw in the outpatients setting.
- Triage and provides immediate/urgent treatment, according to the status of patients and level of care needed within scope of practice and learning.
- Completes patient and provider chart reviews.
- Completes wound care as per orders.
- Prepares patients for tests, exams, and treatment; gives medications as ordered via approved route; understands side effects of these medications.
- Maintains health records by proper and complete documentation of nursing observations, interventions, therapeutic measures, and patient education.
- Set-ups and operates specialized equipment, such as cardiac monitors, defibrillators, breathing machines, EKG machines, ventilators, etc.
- Provides counseling and teaching to patients and families on preventive, curative and rehabilitative measures involved in health care.
- Observes patients for conditions that require emergency measures, interprets data, establishes, and monitors intravenous therapy which may include medication(s) and intervals as necessary; understands side effects.
- Prepares, administers, and monitors prescribed IV medications, utilizing the regulatory infusion pumps as appropriate.
- Performs intravenous cannula insertion for IV therapy and venipuncture for blood draws.
- Shares all pertinent clinical measures and appropriate patient information with the inpatient care team; consults with Charge Nurse or provider on all unusual findings to determine appropriate plan of care.
- Safely and correctly administers prescribed oral medications, hypodermic injection, intravenous (IV) fluid and oxygen therapy.
- Maintains professional knowledge and skill in nursing by attending the continuing education, staff meetings, workshops, and webinars provided by the SDPI Program.
- Adheres to all HIPAA and HITECH rules and regulations.
- Requires completion of tasks or duties assigned by a supervisor.
- Upholds all principles of confidentiality and patient care to the fullest extent.
- Adheres to all professional and ethical behavior standards of the healthcare industry.
- Adheres to WIHCCs Personnel Policies and Procedures, departmental policies, rules, and regulations.
- Interacts in an honest, trustworthy, and dependable manner with patients, employees, visitors, and vendors.
- Possesses cultural awareness and sensitivity.
- Maintains compliance with all Human Resources requirements.
- Performs other duties as assigned.

**Minimum Qualifications:**

Bachelor of Science in Nursing within the last twelve months OR Associate Degree in Nursing within the last twelve months with a GPA of 3.0 or above is required. Current licensure as Registered Nurse required. Current BLS/CPR is required. For Ambulatory Care assignment and placement: ACLS/PALS preferred, TNCC/ENPC preferred, 12 lead EKG interpretation training preferred. For Urgent Care/field clinic assignments and placement: ACLS/PALS and NRP required within 6 months of hire; TNCC/ATCN and ENPC required within 1 year of hire; basic dysrhythmia and 12-lead EKG interpretation training required within 6 months of hire. Bilingual skills in English and Navajo language preferred. Must maintain a valid unrestricted and insurable driver's license. Must successfully pass a background investigation and maintain suitable requirements for a Child Care position. This position is considered as a Child Care position, which requires a satisfactory background check investigation and is subject to the requirements of the Indian Child Protection and Family Violence Prevention Act, as amended (henceforth referred as the ICPFVP Act).

**Knowledge, Skills, Ability:**

- Knowledge of and ability to independently assess the patient's educational need for the purpose of assisting the client toward his/her goal, preventing complications, and improving quality of life.
- Knowledge of documentation standards and ability to accurately and completely document clinical data relating to the patient and/or family.
- Knowledge of, and skill sufficient to recognize deviations from normal; sufficient to warrant immediate medication of the patient care plans, with delayed notification of the team leader for concurrence in the modification of the plan.
- Knowledge of clinic accreditation requirements (including patient education, GPR standards) and other regulatory agencies.
- Knowledge of established professional nursing principles, practice, and procedures.
- Knowledge of strong work ethics in the workplace.
- Knowledge of practices and procedures, medical equipment and supplies for the purpose of carrying out nursing care for patients.
- Knowledge of pharmacology and skill sufficient to administer prescribed medications and observed or the desired action, dosage, and adversities of the medications.
- Knowledge of basic application of confidentiality.
- Knowledge of basic computer skills, e.g., Outlook, Word, Excel, PowerPoint.
- Ability to be dependable in attendance and job performance.
- Ability to meet attendance, overtime (if necessary), and other reliability requirements of the job.
- Ability to analyze situations and adopt appropriate courses of action.
- Ability to work independently and meet strict timelines.
- Ability to make solid decisions and exercise independent judgment.
- Ability to accept and learn from feedback.
- Ability to communicate effectively both verbally and in writing.
- Ability to provide exemplary customer service at all times.
- Ability to interact positively with others and possess great interpersonal skills.
- Ability to multitask and perform well under pressure.
- Ability to have self-confidence.
- Ability to be a great team player.
- Ability to accept and learn from supervisor/peer critique.
- Ability to be flexible and adaptable to the changing needs of the organization.

**Physical Demands:**

While performing the duties of this job, the employee regularly is required to walk; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; climb or balance; and stoop, kneel, crouch, or crawl. The employee frequently is required to taste or smell. The employee must occasionally lift and/or move up to 50 pounds.

**Work Environment:**

Work is performed in an office setting or outdoor work environment with a moderate noise level. Work environment may involve exposure to physical risks, such as blood borne pathogens and operating dangerous equipment or working with chemicals. Evening and/or weekend work may be required. Extended hours and irregular shifts may be required.

**As required by P.L. 93-638, absolute preference will be given to qualified Navajo applicants. If there is no qualified Navajo applicant, preference will be given to qualified American Indian applicants.**