



Dilkon Medical Care

Job Vacancy Announcement #DDH-24-30

Closing Date: 5/31/2024

POSITION TITLE: Wound Care Clinical Nurse

DEPARTMENT: Nursing

Position Summary:

Under general supervision of the Ambulatory Care Nurse Manager, provides comprehensive nursing care services in a multidisciplinary program environment and has the responsibility and accountability for the prevention and treatment of acute and chronic wounds throughout the organization for patients. Receives medical direction from the medical staff. Upholds the principles of Winslow Indian Health Care Center, Inc. ("WIHCC") 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.
- Establishes protocols and guidelines for appropriate and cost-effective use of therapeutic wound care.
- Evaluates the patient's response to treatment and the progress toward wound healing and makes adjustments and modifications in care as indicated.
- Based on training, licensure, and competence, provides appropriate debridement of devitalized tissue with a licensed independent practitioner's order (e.g., conservative sharp debridement, silver nitrate [AgNO₃] cauterization of non-proliferative wound edges or hypertrophic granulation tissue, and to control minor bleeding).
- Provides follow ups, consultation, and assistance to staff in developing a plan of care to manage patients with acute or chronic wounds.
- Provides appropriate education to patients, caregivers, and staff regarding skin care and wound management.
- Assists staff in maintaining current knowledge and competency in the areas of skin and wound care through orientation, regularly scheduled in-service programs, and by reviewing/updating policies and procedures according to national guidelines.
- Manages and maintains patient appointments, assists with maintaining statistics, and submits reports for QA/QI initiative.
- Analyzes stocked items and recommends appropriate additions and deletions to assure the quality and cost-effectiveness of products used for skin and wound care.
- Serves on system wide committees and participates in system wide projects as requested.
- Maintains professional knowledge and skill in nursing by attending continuing education related to wound management and shares knowledge to clinical nursing practice at staff meetings.
- Triage and provides treatment, according to the status of patients and level of care needed within scope of practice and learning.
- Prepares patients for tests, exams and treatment; administers prescribed medications via proper route.
- Maintains health records by proper and complete documentation of nursing observations, interventions, therapeutic measures and patient education.
- Reviews health maintenance data and actively participates in the implementation of WIHCC maintenance objectives.
- Provides counseling and teaching to patients and families on preventive, curative and rehabilitative measures involved in health care.
- 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 WIHCC 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:

Must possess a valid Registered Nurse license from one of the 50 states. Registered nurses must have passed the National Council Licensure Examination (NCLEX). In addition, they must possess a current, active, full, and unrestricted license or registration as a professional nurse from a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States. Successful graduation from a WOCN-accredited education program or specialty course required, or satisfactory completion of program within six months of hire. Must possess practical knowledge of professional nursing principles, AAAHC standards and requirements, and standards of care. Current BLS/CPR is required. ACLS/PALS, TNCC OR ATCN, AND ENPC recommended. 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 professional nursing principles, nursing standards of care, accreditation standards and requirements.
- Knowledge of pharmaceuticals, therapeutic effects, side effects and complications.
- Knowledge and skill in operating specialized emergency medical equipment and wound care devices.
- Knowledge of a variety of nursing specializations including but not limited to prenatal, post-partum, pediatrics, internal medicine, diabetes, acute/chronic wound, etc.
- Knowledge of strong work ethics in the workplace.
- Knowledge of basic application of confidentiality.
- Knowledge of basic computer skills, e.g. Outlook, Word, Excel, PowerPoint.
- Skills in leadership and creativity in problem solving.
- Skill to provide comprehensive emergent/non-emergent nursing care, and wound care management.
- Skills of ACLS, PALS, TNCC, ENPC and ATCN are strongly recommended.
- Ability to distinguish subtle changes in auscultation of breath sounds, heart sounds, blood pressure, and wound condition, etc.
- 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 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.