

JOB ANNOUNCEMENT

POSITION: Clinical Registered Nurse
PROGRAM: Nursing
ACCOUNT CODE: 3000-020-6000
SUPERVISOR: Ambulatory Care Services Coordinator
SALARY RANGE: \$ 28.50 per hour (**Grade: 30**)
CLASSIFICATION: NON-EXEMPT
LOCATION: Owyhee, Nevada

OPENS:

CLOSES:

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.

Special Considerations:

Because of the sensitive and trusted nature of this position, the Clinical Registered Nursing is subject to initial, for cause, and suspicion less (random) drug/alcohol testing and a thorough background check. This individual works in patient situations requiring mental alertness and in the course of their employment, regularly comes into contact with children and seniors. This person operates Tribal vehicles and/or equipment in the course of their employment.

SUMMARY OF FUNCTIONS:

Incumbent is a member of the Health Care Team, and serves as a Clinical Nurse performing professional Nursing duties for the care of patients in the Ambulatory Care Clinic. The incumbent is competency tested prior to providing direct patient care.

MAJOR DUTIES & RESPONSIBILITIES:

1. Coordinates and directs care of patients and/or participates in patient services planning, both of which involve the assessment and evaluation of Adult and Pediatric patient needs; a determination of the Nursing procedures and practices to be included; and periodic evaluation of care/treatments and services to insure that intended results are being achieved.
2. Interviews patients, family members and significant others and consults with attending physicians and staff from other services, to determine and evaluate the modes of health services and physical care currently required.
3. Reviews and interprets findings to distinguish between normal and abnormal conditions during patient screening/triage, and assessment/reassessment.
4. Carries out treatments and emergency or other procedures required; administers medications to pediatric patients, adult patients, via a variety of routes-IV, IM, PO, etc.; observes and documents patients' conditions, changes and reactions to medications and treatments.
5. Maintains health records by documenting observation, nursing interventions and therapeutic measures when administered.
6. Provides guidance, direction and training to ancillary nursing and other personnel.
7. Provides counseling and teaching to patients and families and/or significant others on preventive, curative, and rehabilitative measures involved in order to achieve their optimal health potential.
8. Participates in the development and evaluation of standards of nursing care for adult and pediatric patients and audit procedures as required, i.e., QA/QI and chart reviews.
9. Maintains professional knowledge and proficiency in nursing through continuing education, staff meetings, and workshops and by serving on multi-disciplinary hospital committees. Maintains current CPR & ACLS certification.
10. Work is performed on a regularly assigned or rotational basis to provide continuity of patient care and services during regular Monday to Friday clinical hours. During disaster and emergency situations staff are subject to recall to duty.
11. Performs other related duties as assigned by immediate supervisor.

EDUCATION & WORK EXPERIENCE REQUIRED:

1. Knowledge of professional nursing care/services principles, practices and procedures, in order to assess patient needs. This assessment also involves consideration of the physical, emotional, spiritual, and socio-cultural aspects of impacting health care services.
2. Knowledge of the health records aspects of patient care/services, and the ability to accurately and completely documents all related clinical data. Maintains HIPAA standards.
3. Knowledge of a variety of general nursing services including specialty clinics, i.e.: prenatal, diabetic, well baby, etc., as well as knowledge of nursing care provided to adult and pediatric admitted patients.
4. Knowledge of disease entities, in order to recognize complications that might occur in adult and pediatric patients and the therapeutic interventions required.
5. Knowledge of pharmaceuticals and adult and pediatric dosages, in order to recognize their desired therapeutic effects, side effects, and complications of their use.
6. Knowledge of human behavior during stressful situations in order to interact with patients and their families with emotional control, tact, patience, and reliability, when instituting patient care/services.

7. Knowledge of availability and use of resources designated as primary care and referral services.
8. Ability to recognize adverse signs and symptoms in adult and pediatric patients, which are not always apparent, and to react promptly in emergency situations, including the implementation of life saving procedures.
9. Skill in operating specialized medical equipment including oxygen and cardiac monitoring devices, suction machinery, ECG machine, O2/respiratory equipment, etc.
10. Ability to develop or participate in developing, patient nursing care plans and standards for the delivery of nursing services.
11. Ability to provide individual and family counseling, guidance, and health instruction to help patients and their families and/or significant others, to understand how to prevent disease and maintain good health.
12. Ability to provide guidance and leadership to other nursing personnel.
13. Possess a current CPR certification.
14. Must possess an active RN license from a State, District of Columbia, the Commonwealth of Puerto Rico or a territory of the United States.

SUPERVISORY CONTROLS:

The Nursing Department, through the Director of Nursing, makes worksite assignments and coordinates guidance on complex and/or modified nursing procedures and techniques. The Clinical Nurse independently plans and provides comprehensive nursing care/services without specific instructions. The Clinical Nurse can discuss difficult or unusual problems with the Director of Nursing. Work is subject to review for effectiveness of operations and compliance with legal requirement, protocols and professional standards.

OTHER FACTORS INFLUENCING POSITION:

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Guidelines: Guidelines include provider's orders, standing orders, nursing policies and procedures, facility and agency policies. The Clinical Nurse uses judgment in determining a course of action when a number of options present. For example, a change in an adult or pediatric patient's condition may warrant either continual intensive observation, calling the clinical provider or initiating pre-planned emergency treatment.

Physical Demands: Work requires walking, standing, bending, and some lifting in order to assist patients out of wheelchairs, and onto or off exam tables, stretchers, beds or cribs.

Work Environment: Work is performed in the hospital environment-Ambulatory Care Clinic, where there is exposure to contagious disease. Some degree of risk is involved with working with emotionally disturbed and or/inebriated patients.