

Registered Nurse

GENERAL DESCRIPTION: Under the supervision of the Clinical Director and in collaboration with the clinical team, performs clinical nursing procedures, functions, and patient education in accordance with the goals of Mascoma Community Health Center (MCHC). Provides clinical assistance to the medical provider team. Coordinates clinical and special programs as appropriate.

RESPONSIBILITIES:

Management Functions:

- Supervise ancillary staff as appropriate, including making recommendations for promotion, commendation, or disciplinary action where necessary or appropriate.
- Participates in the recruitment and selection process for clinical and ancillary staff.

Clinical Functions:

- Identifies patient health-related problems and risk states and develops nursing care plans accordingly. Assists other nurses in assessment, care planning, and evaluation of outcomes.
- Establishes relevant, evidence-based and safe nursing interventions and priorities when providing nursing care, including administering of medications and vaccines in accordance with agency policy.
- Provides individualized nursing care, recognizes and takes appropriate action for significant changes in patient conditions.
- Collaborates effectively with patient, patient's significant others, and members of the health care team to achieve optimal patient outcomes. Acts as a resource to peers, student learners and other health care providers.
- Provides telephone triage and assessment of patients.
- Provides consultation, education and screening services to the patients.
- Instructs patients on health promotion, prevention of disease and home care procedures as appropriate.
- Monitors all incoming test results.
- Arranges follow-up care and referral of patients as needed.
- Maintains the MCHC tracking system for required preventive services.
- Documents thoroughly nursing services provided.
- Communicates patient status through verbal, electronic, and written means with other health care providers, and takes appropriate action for patient wellbeing.
- Complies with and enforces all established agency policies and procedures.
- Maintains knowledge of infection control assuring that all staff adhere to guidelines.
- Shows competence in providing age appropriate care.
- Attends mandatory OSHA in-services yearly.
- Assists in promoting a safe, clean, comfortable environment for the patients and staff.

Performance Improvement Functions:

- Leads and/or participates in clinical initiatives to improve the quality and safety of the MCHC care delivery model.

General:

- Demonstrates an understanding of MCHC's mission in performing all aspects of the position.
- Demonstrates commitment to, and understanding of MCHC's Service Excellence Standards, by modeling service excellence in all internal and external relationships, addressing service excellence deficits in staff, and in performance of all duties and responsibilities of this position.
- Demonstrates a caring and helpful attitude when interacting with patients, vendors and fellow employees. Strives to build cooperative partnerships with internal and external customers.
- Sensitivity to needs of culturally and linguistically diverse patient and employee population.
- Understands and is committed to maintaining highest level of confidentiality and handles confidential information as defined in MCHC's policies.
- Performs all duties in support of successful EHR implementation.
- Provides lectures and conducts in-service classes as requested.
- Participates in continuing education programs and obtains contact hours sufficient to maintain Registered Nurse license.
- Provides additional assistance within and outside of clinical arena, as requested and/or as appropriate, to ensure the ongoing success of the organization.
- Willingness and ability to work evenings and weekends, as needed.
- Participates in other program activities as appropriate.
- Other duties or responsibilities as assigned.

MINIMUM QUALIFICATIONS:

- Current New Hampshire Registered Nurse license.
- Experience in primary care and ambulatory healthcare setting.
- Current BLS certification.
- Medicare and Medicaid provider qualified.
- Ability to maintain appropriate clinical privileges required

PREFERRED QUALIFICATIONS

- Minimum of two years clinical experience.
- Previous experience providing clinical care within a community health center environment.
- Bachelor of Science in Nursing preferred, Associates Degree in Nursing considered.