



POSITION DESCRIPTION

“To glorify God by providing a continuum of care and services that demonstrates the love and compassion of Jesus Christ.”

Position Summary: Provide direct nursing care and services for long-term care, dementia and short-stay sub-acute residents with chronic health care needs. Must possess and maintain the knowledge, skills, abilities and behaviors necessary to provide care and services that meet established organizational and industry clinical standards of practice.

Essential Responsibilities:

1. Initiate and implement the resident care plan.
2. Provide treatment, care and rehabilitation services following the individualized resident care plan.
3. Medication administration and pain management: complete medication pass timely, with accurate administration.
4. Implement, evaluate and provide nursing services as directed.
5. Monitor skin condition and provide wound care as deemed necessary.
6. Accurately observe, assess and document signs and symptoms, change of condition, behaviors, reactions and findings of residents.
7. Ensure compliance with established infection control procedures and State/Federal regulations.
8. Assign and direct the work activities of assigned clinical staff.
9. Provide feedback to supervisor regarding the performance of staff.
10. Assist with staff coverage of shift, making assignments appropriate with the skill level of the employees.
11. Evaluate the performance of staff with recommendations for appropriate retraining, coaching and/or corrective action.
12. Provide acceptable standards of resident care and services based on established resident rights and person-centered care.
13. Identify problems and report to supervisor and/or administration as appropriate.
14. Maintain a working climate that provides opportunities for growth and job satisfaction of staff.
15. Accurately and promptly implement physician orders.
16. Critically think, be resourceful and remain calm in unique and emergent situations.
17. Provide a complete report to on-coming nurse of resident information, needs and changes in condition.
18. Provide excellent customer service as evidenced by the display of appropriate concern and taking initiative to problem solve in an effort to exceed the resident's and customer's expectations.
19. Observe and support Resthaven policies and procedures.
20. Float between all units depending on the need.
21. Assumes all other position responsibilities as assigned.

Essential Skills & Abilities:

1. Communicates effectively and tactfully, while recognizing age, cultural orientation, needs, abilities and physical condition, while using appropriate interventions.
2. Ability to establish and maintain effective and professional working relationships with residents, families, visitors, and employees.
3. Well organized and attentive to detail.
4. Practice the highest standards of ethics, honesty, and accuracy.
5. Ability to work independently, as an effective team member and manage time productively.
6. Maintains confidentiality in all aspects of the Care Center, its residents and employees
7. Proficient interpersonal relations.
8. Effective written and verbal communication skills.
9. Proficient computer skills and abilities.
10. Demonstrated clinical competence.

Education, Training, Experience:

1. High school graduate or successful completion of GED.
2. Graduations from an accredited Licensed Practical Nurse or Registered Nurse Program.
3. Successful completion of the National Association LPN or RN Michigan State boards.
4. Previous nursing experience preferred, especially with the elderly population.
5. Meet on-going requirements to maintain current nursing license. Assumes responsibility for own continued personal and professional growth.
6. Participates in learning and development opportunities.
7. Attends all required in-service training and departmental meetings.

Required Licenses, Registration, and/or Certifications:

1. Possession of a current license from the Michigan Board of Nursing to practice as a Licensed Practical Nurse or Registered Nurse.

Nonessential Responsibilities:

1. Operate equipment including mechanical lifts, shower equipment, adjustable chairs/beds, etc.
2. Establish and maintain effective working relationships with staff, management, residents, resident's families, and the public.
3. Ensure resident/customer satisfaction.
4. Performs all other duties as assigned.

Nonessential Skills & Experience:

1. Reading, writing, grammar, and mathematics skills.

Physical Demands & Work Environment: The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Requests for reasonable accommodations may be made through Human Resources to enable individuals with disabilities to perform the essential functions.

Physical Demands:

- The employee is required to stand; walk; sit; use hands to finger, handle or feel objects, tools or controls; reach with hands and arms; balance; pull, push, twist, turn, bend, stoop, kneel, or crouch; smell; talk and hear.

- The employee must be able to lift and/or move up to 50 pounds. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.