



Bond Community Health Center, Inc.

JOB DESCRIPTION

POSITION:	Registered Nurse- NFP Nurse Home Visitor
DEPARTMENT:	Clinical Services
REPORT TO:	Director of Clinical Services
COORDINATES WITH:	OB/GYN Providers/ Staff, the Nurse-Family Partnership Program, and the Gadsden County Healthy Start Coalition

PURPOSE

The Nurse Home Visitor is responsible for providing comprehensive nursing services to women and their families eligible for the Nurse Family Partnership (NFP) Program. Nurse home visitors are responsible for maintaining the highest standards in clinical nursing practice and adherence to the NFP model, and to policies, procedures, guidelines and standards of NFP and of Bond Community Health Center. Nurse home visitors report to the Director of Clinical Services.

BASIC JOB FUNCTIONS

- Provides home visits to women and their families eligible for the program.
- Adheres to nursing process and the NFP model of home visitation.
- Carries a case load of up to 25 clients.

CLINICAL

- Completes all required education for the nurse home visitor program.
- Attends and participates in NCAST Feeding and Teaching Scales training.
- Develops therapeutic relationships, utilize concepts of reflection and motivational interviewing with women and their families in a home visiting environment.
- Performs home visiting in accordance with the NFP Model Elements and NFP Visit-to-Visit guidelines.
- Follows nursing process in implementing interventions into nursing practice
- Assesses physical, emotional, social and environmental needs of women and their families as they relate to the program's domains.
- Assists women and their families in establishing goals and outcomes.
- Provides education, support and referral resources in assisting women and their families in attaining their targeted goals.
- Consults and collaborates with other professionals involved in providing services to women and families.
- Formulates nursing diagnosis based on nursing assessment and client goals.

- Evaluates client progress toward stated goals and outcomes.
- Plans home visits in accordance with client goals and outcomes.
- Actively engages in professional development to meet all Nurse Home Visitor competency requirements.
- Meets with Director of Clinical Services weekly for clinical supervision.
- Schedules joint home visits with Director of Clinical Services every four months.
- Attends and participate in bi-weekly case conferences.
- Attends and participate in bi-weekly team meetings.
- Provides information to support staff for timely and accurate data input to the NFP performance management system.
- Participates in review and analysis of reports for achievements and areas for improvement.
- Participates in quality improvement efforts.
- Maintains confidentiality.
- Documents appropriately.
- Performs related duties as assigned or required.

COMMUNICATION

- Demonstrates respect for individuals and diversity; is nonjudgmental, a good listener, respectful of client's heart's desire, tolerant, understanding, compassionate, encouraging, and hopeful.

PERSONAL QUALITIES

- Sincerity, warmth, commitment, empathy, self-awareness, integrity, self-directed adult learner, independence, flexibility, has critical thinking skills, and ability to be reflective.

PROFESSIONAL ABILITIES

- Utilizes nursing processes and clinical expertise
- Builds therapeutic relationships
- Recognizes the difference between "fix-it" model(a problem oriented or deficit based model) and "strength-based" model
- Engages in mutual goal setting
- Uses problem-solving techniques and negotiation skills in accordance with motivational interviewing and behavior change theory
- Has strong advocacy and teaching skills
- Can work autonomously and actively participate as a team player
- Takes the initiative and works collaboratively to find solutions
- Has organizational and time management skills
- Is able to maintain therapeutic boundaries
- Is aware of own clinical knowledge and skill and committed to own personal and professional growth.

JOB QUALIFICATIONS

- BSN required.
- Current RN license (in good standing) required.
- Current CPR required.
- Two years recent experience in maternal/child health, public health, home visiting or mental/behavioral nursing preferred.
- Home visiting experience preferred.
- Excellent written and verbal communication skills.
- Basic computer skills.
- Valid driver's license and insured automobile required.
- Must be able to work a flexible schedule including some evenings and weekends (per agency requirements).
- Able to travel by air to Denver, CO for all face-to-face education sessions.

PHYSICAL DEMANDS/WORKING CONDITIONS:

- Must work in close contact with patients to perform intake functions and answer questions. Overtime may be required.

HOURS OF WORK: 40 hours minimum and as needed.

SALARY: As specified in the Notice of Hire.

Employee Name (Please Print): _____

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____

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