



PO Box 649 FORT DEFIANCE, AZ 86504 PHONE: 928.729.8000 FAX: 928.729.8269 WEBSITE: WWW.FDIHB.ORG
 A FACILITY OF FORT DEFIANCE INDIAN HOSPITAL BOARD, INC.

REGISTERED NURSE (SPECIALTY AREA)

Position Description

Division:	Clinical Services	Reports to (title):	Nurse Executive
Department:	Nursing Services	Job Location:	Tséhootsooí Medical Center
Job Code:		Supervises:	N/A
Pay Grade:	\$29.20 - \$36.50 /hourly	Classification:	Non- Exempt
Hours/week:	40+hours/week	Effective Date:	August 9, 2016
Type of Position:	Regular Full-Time	Revised Date:	January 18, 2018

PERFORMANCE EXPECTATIONS

In performance of their respective tasks and duties all employees of the Fort Defiance Indian Hospital Board, Inc. (FDIHB) are expected to conform to the following:

- Uphold all principles of confidentiality and patient care to the fullest extent.
- Adhere to all professional and ethical behavior standards of the healthcare industry.
- Interact in an honest, trustworthy, and dependable manner with patients, employees, and vendors.
- Possess cultural awareness and sensitivity.
- Maintain a current insurable driver's license.

POSITION PURPOSE

This position is a direct patient care position. The Registered Nurse (RN) is an integral team member who provides holistic patient-centered care to help achieve the mission and vision of the organization. The nurse works within his or her scope of practice and provides ethical and evidence-based care and leadership.

ESSENTIAL DUTIES, FUNCTIONS & RESPONSIBILITIES

Clinical Nursing Duties:

- Observes and assesses health status of patients by physical assessment and examination, interviewing patient and family members, and reviewing patient's health history.
- Initiates treatments, medications, emergency, and resuscitative measures based on appropriate utilization of providers orders, standing orders and protocols.
- Administers therapeutic measures as prescribed by the medical or surgical provider such as medication treatments, intravenous fluids, blood transfusion, oxygen therapy, etc.
- Records observations, nursing interventions, therapeutic measures, hemodynamic monitoring data, and other data relevant to patients in the unit.
- Responsible for independent management of patients undergoing local anesthesia and IV sedation.

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- Provides specialized knowledge and skills to meet the physical, emotional, and spiritual needs of patients undergoing procedures.
- Operates and monitors specialized equipment pertinent to the unit.
- Collaborates with members of the medical/surgical and multidisciplinary teams in assessing, planning, and implementing intervention in the management of patient's health care.
- Provides intravenous and respiratory therapy for patients as indicated by circumstances and needs, following protocol.
- Utilizes Standards of Care to develop, implement, evaluate, and revise an appropriate problem oriented nursing plan of care for the patient and management of the unit. Monitors supplies and instruments to assure sterility of materials used furthering Quality Assurance of patient care.
- Collaborates in developing and evaluating standards of care for the patient.
- Participates as a member of hospital committees relative to patient care.
- Participates in planning and conducting continuing education in nursing care, quality assurance, performance improvement, and care of instruments and supplies. Collaborates with team members and other personnel as needed to facilitate methods of resolution and solutions to problems.
- Identifies specific issues that effect program planning and development and works with nursing leadership team to determine methods of solution to those problems.
- Identifies, initiates, and participates in nursing studies, audits, performance improvement programs, safety workshops, continuing education seminars, etc.
- Functions in any nursing unit as assigned and appropriate.
- Performs other duties as assigned.

MINIMUM MANDATORY QUALIFICATIONS

Experience:

- **Intensive Care Unit (ICU):** Two (2) years of Registered Nurse experience.
 - Valid American Heart Association Certification in BLS and maintain certification.
 - Obtain valid American Heart Association Certification in ACLS within six (6) months from date of hire and maintain certification.
- **Obstetrics Unit (OBU):** Two (2) years of Registered Nurse experience in Labor and Delivery.
 - Valid American Heart Association Certification in BLS and maintain certification.
 - Obtain valid American Heart Association Certification in ACLS or ALSO within six (6) months from date of hire and maintain certification.
 - Obtain valid American Heart Association Certification in NRP and FHM within three (3) months from date of hire and maintain certification.
- **Emergency Department (ED):** Two (2) years of Registered Nurse experience.
 - Valid American Heart Association Certification in BLS plus ACLS and maintain certification.
 - Obtain valid American Heart Association Certification in PALS within six (6) months from date of hire and maintain certification.
 - Obtain valid American Heart Association Certification in TNCC and ENPC within one (1) year from date of hire and maintain certification.
- **OR/PACU:** One (1) year of Registered experience in the OR, PACU, ICU, or ED.
 - Valid American Heart Association Certification in BLS and maintain certification.
 - Valid American Heart Association Certification in ACLS and PALS within three (3) months from date of hire and maintain certification.

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- Education:
- Associate's Degree in Nursing from an Accredited Nursing Program.
 - Valid and unrestricted license in any U.S. State or Territory.
- Mandatory Knowledge, Skills, Abilities and Other Qualifications:
- Knowledge required to perform nursing duties and care of patients.
 - Ability to sufficiently interpret subtle changes in patients' conditions, assess nursing care needs on a continuous and rapidly changing basis, and independently select or modify techniques within his or her scope of practice.
 - Knowledge of specialized medical care and treatment in order to perform specialized nursing assignments of advanced nature and varying difficulty.
 - Ability to implement and update the nursing care plan and discharge plan.
 - Ability to provide patient and family education about expected and adverse reactions of medications, expectations of treatment, and health maintenance techniques.
 - A record of satisfactory performance in all prior and current employment as evidenced by positive employment references from previous and current employers.

PREFERRED QUALIFICATIONS

- Certification in specialty area.
- Bachelor of Science in Nursing (BSN).
- Bilingual skills in English and the Navajo language.

WORK ENVIRONMENT

- Work environment: The work environment characteristics described here are representative of those an employee encounters while performing the primary functions of this job. Normal office conditions exist, and the noise level in the work environment can vary from low to moderate. Limited overnight travel may be required from time to time.
- Physical demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the primary functions of this job. While performing the duties of this job, the employee may be required to frequently stand, walk, sit, bend, twist, talk and hear. There may be prolonged periods of sitting, keyboarding, reading, as well as driving or riding in transport vehicles. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include reading, distance, computer, and color vision. Talking and hearing are essential to communicate with patients, vendors and staff.
- Mental demands: There are a number of deadlines associated with this position. The employee must also multi-task and interact with a wider variety of people on various and, at times, complicated issues.

NAVAJO/INDIAN PREFERENCE

FDIHB, Inc. is located within the Navajo Nation and, in accordance with Navajo Nation law, has implemented a Navajo/Indian Preference in Employment Policy. Pursuant to this Policy, applicants who meet the minimum qualifications for this position and who are enrolled members of the Navajo Nation will be given primary preference in hiring and employment for this position and members of other federally-recognized Indian tribes will be given secondary preference. Other candidates will be considered only after all candidates entitled to primary or secondary preference have been fully considered.

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OTHER

All employees must uphold all principles of confidentiality and patient care to the fullest extent. This position has access to sensitive information and a breach of these principles will be grounds for immediate termination.

Disclaimer: *The information on this position description has been designed to indicate the general nature and level of work performance by employees in this position. It is not designed to contain, or be interpreted as, a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this position. Employees will be asked to perform other duties as needed.*

REVIEWED BY	Jamie Whitehorse	TITLE	HR Information Systems Administrator
APPROVED BY		TITLE	
DATE POSTED		DATE HIRED	

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ACKNOWLEDGMENT

I have reviewed the content of the **REGISTERED NURSE (SPECIALTY AREA)** position description and have been provided a copy of the description. I certify that I am able to perform the essential functions of this position as outlined in this description, with or without reasonable accommodation.

Describe any accommodations required to perform these functions:

Employee (printed name)

Employee (signature)

Date
