

Rutgers School of Nursing
Out-of-Hospital Nurse Residency Program
Position Posting

Employer Name	Genesis Healthcare – Powerback Moorestown
Position Title	Out of Hospital Nurse Residency - RN
Location	Moorestown, NJ
Organization Description	This brand new, state-of-the-art post-hospital rehabilitation facility is located in Moorestown, NJ. This rehabilitation facility offers specialized care in cardiac, pulmonary and orthopedic management and has a hydro-therapy pool. Our singular goal is to help patients get their Power Back so they can get back home as soon as possible
Position Description	Position Summary: Under the direction of the RN Nursing Supervisor, Unit Manager, ADON or ADON – Unit, or Center Nurse Executive (Nurse Leader), the Registered Nurse (RN) delivers efficient and effective nursing care while achieving positive clinical outcomes and patient/family satisfaction. He/she operates within the scope of practice defined by the State Nurse Practice Act and delegates aspects of patient care to LPNs and CNAs consistent with their scope of practice. The RN manages patient care by performing nursing assessments and collaborating with the nursing team and other disciplines, patients and families to develop effective plans of care.
Additional Qualifications	BSN – State of NJ Professional Nurse (RN) License
Duration	1 year residency with opportunity for on-going employment
Application Deadline	Initial Resume Review date:
Application Process	Submit resume only to Nancy Bohnczyk nb487@sn.rutgers.edu and Nicole Thomas nat89@sn.rutgers.edu

GENESIS HEALTHCARESM
JOB DESCRIPTION: CENTERS

POSITION TITLE: Registered Nurse (job code NRN1)

OCCUPATIONAL EXPOSURE: Category I

DEPARTMENT: Nursing

REPORTS TO: RN Nurse Supervisor/Unit Manager/ADON/ADON-Unit/Center Nurse Executive

GRADE: 18

FLSA: Nonexempt

POSITION SUMMARY: Under the direction of the RN Nursing Supervisor, Unit Manager, ADON or ADON – Unit, or Center Nurse Executive (Nurse Leader), the Registered Nurse (RN) delivers efficient and effective nursing care while achieving positive clinical outcomes and patient/family satisfaction. He/she operates within the scope of practice defined by the State Nurse Practice Act and delegates aspects of patient care to LPNs and CNAs consistent with their scope of practice. The RN manages patient care by performing nursing assessments and collaborating with the nursing team and other disciplines, patients and families to develop effective plans of care.

RESPONSIBILITIES/ACCOUNTABILITIES:

1. Assessment:

- 1.1. Collects, validates, synthesizes, and records objective and subjective data;
- 1.2. Prioritizes data collection based on patient needs;
- 1.3. Analyzes all data;
- 1.4. Identifies actual or potential problems or needs based on data analysis;

2. Care Planning:

- 2.1. Establishes realistic and measurable short and long term goals for the identified health problems and needs;
- 2.2. Develops individualized interventions to achieve goals;
- 2.3. Determines timelines within the care plan;
- 2.4. Conducts a systematic and ongoing evaluation of patient outcomes;
- 2.5. Reviews and revises plan of care as indicated;

3. Implementing Care:

- 3.1. Performs nursing functions and provides care within scope of practice;
- 3.2. Coordinates and delegates care as appropriate;
- 3.3. Verifies that medical orders are accurately transcribed;
- 3.4. Administers medications and performs treatments per physician orders;
- 3.5. Communicates and documents interventions and patient response;

4. Managing patient care:

- 4.1. Delegates care responsibilities to staff considering:
 - 4.1.1. Complexity of care;
 - 4.1.2. Competency of staff;
 - 4.1.3. Center policies;
 - 4.1.4. State's practice act;
- 4.2. Supervises staff to ensure that delegated tasks and interventions are implemented appropriately and per policy;
- 4.3. Evaluates and adjusts the plan of care to achieve patient goals and minimize re-hospitalizations;
- 4.4. Actively participates in Utilization Management or Interdisciplinary Care Management Meeting to facilitate appropriate discharge planning:
 - 4.4.1. Communicates team's recommendations for discharge to the attending physician, patient and family;
 - 4.4.2. Prepares patient/family for discharge including patient and family education;

5. Communicates patient information with assigned staff during and between shifts;

6. Participates in shift-to-shift communication between incoming and outgoing nursing staff;

7. Uses Point Click Care (PCC) according to the Business Processes;

8. Performs drug count when beginning and ending shift and whenever necessary;

9. Collaborates with physicians in rounds and examination of patients, as needed;
10. Collaborates and coordinates with other departments to provide timely effective care consistent with individual's needs, choices and preferences;
11. Contributes to an environment that is respectful, team-oriented, and responsive to the concerns of staff, patients and families;
12. Enhances nursing practice by attending all mandated in-service programs and other GHC and outside professional education programs;
13. Assists with the orientation of newly hired nursing staff;
14. Promotes a culture of safety to ensure a healthy practice and living environment;
15. Maintains confidentiality and protects sensitive Protected Health Information (PHI) at all times;
16. Stays and works beyond scheduled shift if needed to meet state staffing requirements and/or needs of patients;
17. Performs other duties as requested.

COMPLIANCE:

1. Complies with applicable legal requirements, standards, policies and procedures including but not limited to those within the Compliance and Ethics Program, Standard/Code of Conduct, Federal False Claims Act and HIPAA.
2. Participates in required orientation and training programs.
3. Promptly reports concerns and suspected incidences of non-compliance to supervisor, Compliance Liaison or to the Compliance Officer via the Integrity Hotline.
4. Cooperates with monitoring and audit functions and investigations.
5. Participates, as requested, in quality assurance and process improvement activities.

SPECIFIC EDUCATIONAL/VOCATIONAL REQUIREMENTS:

1. Graduate of an approved school of nursing is required.
2. Must be currently licensed by the State Board of Nursing.

3. Experience is preferred in rehabilitative or geriatric nursing.
4. This position requires that the employee is able to read, write, speak and understand the spoken English language to ensure the safety and wellbeing of our patients and visitors at the work site when responding to their medical and physical needs.
5. Must provide verification of TST (tuberculin skin test) as required by state law and in accordance with Company policy. TSTs will be administered at the work site if required.
6. Maintains current BLS/CPR certification (All SNFs and Behavioral Centers; ALFs/ILFs as required by State).

ESSENTIAL JOB FUNCTIONS:

(1) Physical Demands:

(Answer yes or no)

Reaching (overhead)	yes _____
Handling	_____ yes
Fingering	_____ yes
Feeling	_____ yes
Talking or Hearing	_____ yes
Seeing	_____ yes

(Answer: 0-33% - Rarely/ 34-66% - Occasionally/67-100% - Frequently)

Standing	34-66% _____
Walking	34-66% _____
Sitting	0-33% _____

The following weight specifications apply to centers with a Safe Resident Handling Program in place. (Specify Amount of Weight in Pounds: Sedentary [10 lbs]; Light [20 lbs]; Medium [30-50 lbs]; Heavy [100 lbs]; Very Heavy [>100 lbs])

Pulling	_____ 40
Lifting	_____ 40
Carrying	_____ 40
Pushing	_____ 40

(Answer yes or no)

Climbing (stairs)	yes _____
Balancing	yes _____

JOB SKILLS:

1. Current physical assessment skills and comprehensive knowledge of nursing principles required, including the ability to recognize and identify symptoms and manage emergency situations.
2. Knowledge of medications, their proper dosage, and expected results.
3. Ability to coordinate, delegate and supervise nursing functions, problem solve and make decisions as necessary.
4. Ability to create a patient-centered environment.
5. Ability of communicate in English both orally and in writing.
6. Basic knowledge of computer use.

PERFORMS RELATED DUTIES:

If you are under 18 years of age, there may be some essential functions of the job which you are restricted from performing due to regulatory requirements. Please advise your supervisor if you are under 18.

I understand this job description and its requirements; I understand that this is not an exclusive list of the job functions and that I am expected to complete all duties as assigned; I understand the job functions may be altered by management without notice; I understand that this job description in no way constitutes an employment agreement and that I am an at-will employee.

I certify that I am able to perform the essential functions of this position with or without reasonable accommodation.

Employee Signature: _____

Date: _

Supervisor Signature: _____

Date: _