

## POSITIONS AVAILABLE

# RN Registered Nurses

*Full-time and Per Diem, All Shifts – Competitive Rates*

- Member Centers of Alaris Health consists of 15 skilled-nursing facilities located in Hudson, Essex, Bergen and Union Counties. Facilities range from primarily long-term care to subacute with complex medical acuities such as ventilator care, to a mixed acuity.
- New graduates are welcome to apply, will train.
- Nursing students who have completed Fundamentals of Nursing 1 may work as Patient Care Techs until licensed as RN.
- Growth opportunities! RN > Supervisor > Unit Manager > Assistant Director of Nursing > Director of Nursing > Regional Quality Assurance Nurse

Email [sparekh@sn.rutgers.edu](mailto:sparekh@sn.rutgers.edu) to apply

## **POSITION TITLE: Registered Nurse**

DEPARTMENT: Nursing

REPORTS TO: Director of Nursing

### **POSITION SUMMARY:**

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Under the supervision of the Director of Nursing, the incumbent utilizes a general understanding of the principles of nursing and basic physical assessment skills in the development of and implementation of individualized nursing care plans to ensure that the needs of the residents are met. He/she assists in the orientation of and supervision of nursing personnel, attends to the daily operations of the unit per shift, unit level, and assumes responsibilities of a leadership role as needed.

### **RESPONSIBILITIES/ACCOUNTABILITIES:**

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- 1 Takes an active role in direct resident assessment and care;
- 2 Supervises and coordinates nursing personnel in providing direct resident care in adherence to State and Federal regulations;
- 3 Formulates individualized nursing care plans utilizing the nursing process;
- 4 Assesses each resident daily and implements a change in the course of action as needed;
- 5 Assists the physician on rounds and ensures that pertinent information is communicated to and from him/her and orders are taken correctly;
- 6 Participates in the training and supervision of nursing personnel;
- 7 Utilizes effectively the general principles of leadership and supervision;
- 8 Manages conflict through effective problem-solving and communication skills;
- 9 Acts calmly and efficiently in handling emergency situations;
- 10 Prepares daily assignment of duties, treatments, and miscellaneous tasks;
- 11 Assists with implementation of facility's Quality Improvement Program;
- 12 Assumes responsibility for the identification of potential safety hazards and for the identification of noncompliance with facility guidelines as set forth in the Policy and Procedure Manuals;
- 13 Maintains accurate resident care records and documents pertinent data reflecting the use of the nursing process;
- 14 Attends and participates productively in the resident care meetings, staff meetings and in-services;
- 15 Maintains active licensure;
- 16 Attends all mandated in-services;
- 17 Takes an active role in teaching (formal or informal presentation) with residents, families and staff;
- 18 Dispenses medication and performs treatments, as requested, and in accordance with Facility policies and procedures;
- 19 Assures that each resident's attending physician and family or responsible party are promptly notified of any significant change in the resident's health condition;
- 20 Ensures that residents and families receive the highest quality of service in a caring and compassionate atmosphere which recognizes the individuals' needs and rights;
- 21 Performs additional duties as requested.

**SPECIFIC EDUCATIONAL/VOCATIONAL REQUIREMENTS:**

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- 1 This position requires a current Registered Nurse License graduate of an approved New Jersey School of Nursing.
- 2 Up-to-date physical assessment skills and comprehensive knowledge of state nursing principles are also required.
- 3 Recent experience in geriatric or rehabilitative nursing and experience in supervisory capacity are preferred.

**ESSENTIAL JOB FUNCTIONS:**

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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%

(Specify amount of weight in pounds)

Pulling	75
Lifting	75+
Carrying	40
Pushing	75

(Answer yes or no)

Climbing (stairs)	yes
Balancing	yes
Stooping	yes
Kneeling	yes
Crouching	yes
Crawling	yes
Twisting	yes

2 Location of Job Activities: (Answer in %)

Outside	0%
Inside	100%

3 Environmental Conditions: (Answer yes or no)

Extreme heat with or without temperature changes	no
Extreme cold with or without temperature changes	no
Wet or humid	no
Noise and/or vibrations	no
Hazards (chemical, mechanical, radiant energy)	no
Explosives, burns, electrical, other	no
Atmospheric conditions - Fumes, poor ventilation, mists, dust, odors, gas	yes

Unprotected heights	no
Moving machinery	no
Operating automotive equipment	no
Operating foot controls	no
Uneven ground	no
Protective clothing (list (gowns, masks, gloves in accordance with policy)	yes
<b>4 Work Situations:</b> (Answer yes or no)	
Measurable or verifiable criteria	yes
Dealing with people	yes
Repetitive and continuous	yes
Performing under stress	yes
Set limits, tolerance or standards	yes
Problem solving	yes
Comparing	yes
Taking instructions	yes

#### **JOB SKILLS:**

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- 1 Must have thorough knowledge of nursing techniques and practices.
- 2 Must have thorough knowledge of the specialized procedures applied and equipment used in the area to which you are assigned.
- 3 Must have knowledge of medications, their proper dosage and expected results.
- 4 Must be skilled in handling and manipulating instruments and equipment.
- 5 Must have ability to coordinate and supervise the nursing functions in an effective manner.
- 6 Must have ability to maintain an empathetic attitude toward residents and to gain their confidence in order to work with them effectively.
- 7 Must have ability to understand and follow oral and written instructions in the English language, which may be of a technical nature.
- 8 Must have ability to recognize and identify symptoms and to make decisions quickly in emergencies.
- 9 Must have ability to train subordinates in work procedures and to organize and direct training carried out by members of the staff.
- 10 Must possess the ability to positively interact with personnel, residents, family members, visitors, government agencies/personnel and the general public.
- 11 Must provide annual verification of a negative TB skin test.

#### **PERFORMS RELATED DUTIES:**

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- 1 Interacts with residents, families, visitors and employees.
- 2 He/she carries out other tasks as requested in situations where hands-on intervention/participation may be required.

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.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_