

**BestCare Treatment Services  
Position Description**

**Title:** LPN - Detox/Residential  
**Program:** Residential Treatment & Detox Program  
**Supervisors:** Program Director; Director of Nursing & Psychiatric Services,  
Medical Director  
**Employment Status:** Full Time Regular (1.0)  
**FLSA Classification:** Non-Exempt / Hourly  
**Effective Date:** October 2022

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**Job Summary**

The Licensed Practical Nurse (LPN) in the Detox/Residential setting works as part of a multidisciplinary team to provide medical detoxification and stabilization services for detox and residential clients in compliance with all BestCare policies and procedures, best nursing care practices, and all local, state, and federal regulations.

**Essential Functions**

1. Works closely with other staff as a member of a treatment team
2. Takes vital signs, such as blood pressure, temperature and CWAA scores
3. Identifies patient care requirements by establishing personal rapport with potential and actual patients and other persons in a position to understand care requirements
4. Establishes a compassionate environment by providing emotional, psychological, and support patients, family and friends
5. Gives injections of medications; immunizations as prescribed by supervisor and medical director
6. Promotes patients' independence by establishing patient care goals; teaching patients, family and friends to understand condition, medications, and self-care skills; answering questions about drug and alcohol addiction
7. Assures quality of care by adhering to therapeutic standards; measuring health outcomes against patient care goals and standards; making or recommending necessary adjustments; following detox and nursing division's philosophies and standards of care set by the state board of nursing, state nurse practice act, and OAR's for detox programs
8. Resolves patient problems and needs by utilizing multidisciplinary team strategies
9. Ensures a safe and clean working environment by complying with procedures, rules, and regulations
10. Protects patients and employees by adhering to infection-control policies and procedures, medication administration and storage procedures, and controlled substance regulations
11. And any other duties as assigned by the supervisor.

**Qualifications**

**Education, Certifications and Licensure**

- Licensed Practical Nurse (LPN) with current Oregon license required;
- Current Certification in BLS at the time of hire

- Valid Oregon driver's license

### **Experience**

- Minimum of 2 years of related clinical nursing practice experience with diverse populations in a physical and/or behavioral health setting.
- Experience in Addiction Medicine

### **Knowledge, Skills and Abilities**

- Is competent in the treatment of the disease of addiction, including the management of withdrawal; client evaluation; motivational counseling techniques; and the taking and recording of vital signs
- Excellent interpersonal skills, as well as the ability to work effectively, both independently and as part of an interdisciplinary team; collaborating with other internal and external teams, with ability to work with people of diverse backgrounds
- Strong communication skills, both oral and written
- Ability to network with all resources to provide the best customer service and outcomes
- Ability to use good customer service skills with the clients or family members seeking help from BCTS
- Knowledgeable about confidentiality and required standards under HIPAA, state nurse practice act, and OAR's for detox programs
- Effective management of EMR with appropriate clinical documentation including routine End of Shift reports, intake and client documentation.
- Proficiency with PC-based software programs including proficiency in Office 365 (Word, Excel, Outlook, Teams, Zoom), EMR software programs, the internet, and other computer-based systems
- English – written & spoken required; Bi-lingual English/Spanish a plus

For individuals recovering from the disease of alcoholism and/or from other drug addiction, must have maintained continuous sobriety for the previous two years at the time of hire.

### **Tools and Equipment Used:**

Must be able to use the following: Laptop computers, fax/scan/copy machine, telephone, as well as blood pressure machines (digital and manual, glucometers).

### **Physical Demands:**

The physical demands described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing this job, the employee is regularly required to reach with hands and arms. The employee is frequently required to stand, walk, and use hands to handle, feel or operate objects or controls. The employee is occasionally required to sit; climb or balance; stoop, kneel, crouch, or crawl; and talk and hear. The employee must occasionally lift and/or move up to twenty (20) pounds. Specific vision abilities required by this job include close vision and the ability to adjust focus. This position may occasionally require an individual to lift and transfer clients using a two-person lifting technique.

**Work Environment:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The position requires the employee to dress in a professional manner that meets the standards for professional employees in Central Oregon and prescribed by the Medical Director.

THIS JOB DESCRIPTION DOES NOT CONSTITUTE AN EMPLOYMENT AGREEMENT BETWEEN THE EMPLOYER AND THE EMPLOYEE AND IS SUBJECT TO CHANGE BY THE EMPLOYER AS THE NEEDS OF THE EMPLOYER AND REQUIREMENTS OF THE JOB CHANGE.

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Employee's Signature / Date

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Supervisor's Signature / Date