

Job Title:	Nurse I (LPN) or II (RN) for Detox	Position #:	MS-
Job Family:	Medical Services	FLSA Classification:	Non-exempt (Hourly)
Reporting Supervisor:	Nursing Supervisor/Program Manager/ Director of Nursing and Psychiatry	Salary Level/Range:	MS-5 or MS-6

JOB DESCRIPTION

JOB SUMMARY: The Nurse for Detox works in our medically managed detoxification unit along with a team of experienced RN's, LPN's, CNA's, Detox Counselors, and Physicians. The position collects objective and subjective data from observations, examinations, interviews, and written records in an accurate and timely manner. Establishes and documents nursing diagnosis which serves as a basis for the plan of care. Documents nursing care and collaborates with the team to carry out the plan of care. Gives direct care, assists with care, follows nursing orders while providing an environment conducive to safety and health.

ESSENTIAL FUNCTIONS:

1. Facilitates and schedules intakes, discharges, and transfers to BestCare Treatment Services residential or outpatient, and/or outside agency programs as necessary;
2. Works as part of an interdisciplinary team to gather medical history and manage the intake process;
3. Assesses clients for withdrawal symptoms and administer medications as indicated per appropriate MD orders;
4. Takes and records vital signs and medically monitor clients' detoxification symptoms using CIWA and COWS;
5. Answers phones and assists with housekeeping duties as necessary;
6. Administers routine PRN and detox medications as indicated;
7. Implements motivational interviewing and active listening techniques in supporting clients recovering from drug/alcohol dependence;
8. May perform wound care, venipuncture, and diabetic testing;
9. Checks in visitors and supervise detox clients;
10. Supports clients in understanding and performing daily wellness tasks to care for themselves;
11. Assures quality of care by adhering to therapeutic standards, measuring health outcomes against patient care goals and standards, and recommending necessary adjustments;
12. Follows detox division and nursing division philosophies and standards of care set by the state board of nursing, state nurse practice act, and the OAR's;
13. Supervises, delegates, and assigns care as appropriate to LPN's and/or CNA's;
14. Provides referrals to outside agencies as indicated;
15. Facilitates referrals to contracted psychiatrists for dual diagnosis clients as needed;
16. Provides education regarding healthy recovery and medical concepts related to addiction and may deliver training as directed by Program Manager;
17. Ensures a safe and clean working environment in compliance with Oregon OSHA, BestCare Treatment Services Policies and Procedures, Oregon Administrative Rules, and the RN Scope of Practice;
18. Other related duties as assigned.

ORGANIZATIONAL RESPONSIBILITIES:

1. Performs work in alignment with the BestCare's mission, vision, values;
2. Supports the organization's commitment to diversity, equity, and inclusion by fostering a culture of open-mindedness, cultural awareness, compassion, and respect for all individuals;
3. Strives to meet Program/Department goals and supports the organization's strategic goals;
4. Adheres to the organization's Code of Conduct, Business Ethics, Employee Handbook, and all other relevant policies, procedures, and other compliance needs;
5. Understands and maintains professionalism and confidentiality per HIPAA, 42 CFR, and Oregon Statutes;
6. Attends required program/staff meetings and completes assigned training timely and satisfactorily;
7. Ensures that any required certifications and/or licenses are kept current and renewed timely;
8. Works independently as well as participates as a positive, collaborative team member;
9. Performs other organizational duties as needed.

QUALIFICATIONS**EDUCATION AND/OR EXPERIENCE REQUIREMENTS:**

- Associate's Degree in Nursing (RN or LPN) plus experience working with mental illness and/or substance abuse disorders, and/or community health services
- For individuals in recovery from substance-use disorder, must have maintained continuous recovery for the previous two years at the time of hire

LICENSES AND CERTIFICATIONS:

- Register Nurse (RN) or Licensed Practical Nurse (LPN)
- Basic Life Support (BLS) and First Aid certification required (including cardiopulmonary resuscitation/AED)
- Must maintain a valid Oregon Driver License or ability to obtain one upon hire and be insurable under the organization's auto liability coverage policy (minimum 21 years of age and at least 3 years without any DUI or moving violations)

PREFERRED:

- Registered Nurse (RN) preferred
- Experience working with diverse, multi-cultural communities preferred
- Bilingual in English/Spanish preferred

REQUIRED COMPETENCIES: Must have demonstrated competency or ability to attain competency for each of the following within a reasonable period:

- Strong client engagement skills
- Knowledge and understanding of treatment of the disease of addiction, including the management of withdrawal; client evaluation; motivational counseling techniques; and the taking and recording of vital signs
- Knowledge and ability to maintain a safe and clean working environment in compliance with Oregon OSHA, BestCare Treatment Services Policies and Procedures, Oregon Administrative Rules, and the RN Scope of Practice
- Proven success in collaborating with co-workers and a multi-disciplinary team to provide and advocate for excellent patient care

- Proficiency in MS Office 365 (Word, Excel, Outlook), EHR systems, databases, virtual meeting platforms, internet, and ability to learn new or updated software
- Strong interpersonal and customer service skills, and demonstrated compassion towards individuals with mental illness and substance abuse disorders
- Strong communication skills (oral and written)
- Strong organizational skills and attention to detail, accuracy, and follow-through
- Excellent time management skills with a proven ability to meet deadlines
- Critical thinking skills
- Ability to maintain strict confidence as required by HIPAA, 42 CFR, and Oregon Statutes
- Ability to build and maintain positive, collaborative relationships
- Ability to function well and use good judgment in a high-paced and at times stressful environment
- Ability to manage conflict resolution and anger/fear/hostility/violence of others appropriately and effectively
- Ability to work effectively and respectfully in a diverse, multi-cultural environment
- Ability to work independently as well as participating as a positive, collaborative team member

TOOLS AND EQUIPMENT USED: Standard office equipment including computer/laptop, copy/fax/scanning machine, printer, telephone, or multi-line phone; Medical equipment including blood pressure cuff (digital and manual), pulse oximeter, digital thermometer, glucometers, venipuncture equipment, AED, stethoscope, gait belt, and oxygen tanks and tubing, etc.

WORK ENVIRONMENT/PHYSICAL DEMANDS: The work environment is respectful, multi-cultural and inclusive, and the characteristics described above 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 manner that meets the standards for professional attire at Best Care or per department-or job-specific requirements (See Dress Code Policy in Employee Handbook). Other conditions/demands include:

- Primarily indoors (95%)
- Must wear required Personal Protective Equipment (PPE)
- Must wear attire as prescribed for staff working in Medical Services
- Frequently sits at a desk, stands, walks, bends/stoops, reaches above/below shoulders, uses arms, wrists, hands, and grasps/squeezes
- Occasionally twists, crouches/squats
- Must be able to perform repetitive tasks/motions, have good manual dexterity
- Must be able to lift/carry up to 20 lbs. frequently and push/pull 21-75 pounds occasionally
- Must be able to hear alarms/telephone/audio/normal speaking voice
- Must have clarity of vision: Near (<20"); Mid (>20" to < 20'); Far (> 20')
- Must be able to drive motor vehicle to perform job
- May be exposed to communicable disease

ACCEPTANCE AND EQUAL EMPLOYMENT OPPORTUNITY:

BestCare provides equal employment opportunities to all employees and applicants for employment without regard to race, color, national origin/ancestry, religion, sex, sexual orientation, gender, gender identity, marital or family status, age, genetic information, expunged juvenile record, military status or performance of duty in

a uniformed service, physical or mental disability, or any other characteristic protected by local, State, or Federal laws, regulations, or ordinances. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

I have received, reviewed, and accept the above job description and understand that this does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the business needs for the employer and requirements of the job change.

Employee Name (Print):		Date:	
Employee Signature:			