



EMPLOYMENT ANNOUNCEMENT

POSITION: CLINICAL NURSING LEAD
SUPERVISOR: MEDICAL DIRECTOR

DEPARTMENT: CLINICAL NURSING
SALARY: BSN STARTING \$31.33
MSN STARTING \$34.47

CLASSIFICATION: REGULAR, FULL-TIME
OPENING DATE: MAY 21, 2024

SALARY RISES BASED ON EXPERIENCE
CLOSING DATE: JUNE 12, 2024

POSITION SUMMARY:

The Clinical Nursing Lead is responsible for both supervisory and clinical nursing duties, providing guidance to the nursing team while ensuring high-quality patient care. The Clinical Nursing Lead is

KEY RESPONSIBILITIES:

- **Clinical Nursing Lead Duties:**
 - Assist in development and implementation of clinical policies and procedures to enhance patient care quality and safety.
 - Participate in quality improvement initiatives and ensure clinical nursing best practices.
 - Provides administrative support as needed to the Medical Director and Clinical Director.
 - Develop and implement educational programs for clinical nursing staff to enhance their knowledge and skills.
 - Supervise and provide guidance to clinical nurses, ensuring adherence to clinical policies, procedures, and best practices.
 - Serve as a mentor and role model for clinical nurses, fostering a collaborative and supportive work environment.
 - Conducts performance evaluations, provides constructive feedback, and implements professional development plans.
 - Coordinate and lead team meetings, ensuring effective communication and collaboration among the clinical nursing team.
 - Undertakes additional responsibilities as delegated and directed by the supervisor to support the overall functioning and objectives of the Rocky Boy Health Center.
- **Clinical Nurse Duties:**
 - Completes initial assessment of patients in the outpatient clinic, assessing patient health problems and needs. Takes initial health history of new and returning patients based on policy. Appraises and coordinates individual and family health care needs through assessment, evaluation, and referral to appropriate resources.
 - Assesses general physical condition and acuity of patient and determines level of urgency. Ensures patient flow is consistent and according to individual patient needs and acuity of health condition.
 - Administer medications as prescribed by oral, intramuscular, intravenous, and subcutaneous routes and monitor patients for reactions or side effects.
 - Skilled Nursing Services, such as injections and vaccination, burn and wound care, and triage.
 - Provide individuals and families education and health counseling such as in-home care on treatments, medication, nutrition, and preventive health actions.
 - Assess and triage by phone providing appropriate treatment plan.
 - Other duties as assigned (Employee Health, Specialties, Administrative duties, etc.)

THIS EMPLOYMENT ANNOUNCEMENT DOES NOT CONTAIN A COMPREHENSIVE DESCRIPTION OF ACTIVITIES, DUTIES, OR RESPONSIBILITIES THAT ARE REQUIRED FOR THIS POSITION. DUTIES, RESPONSIBILITIES, AND ACTIVITIES WILL BE REVIEWED PERIODICALLY AS DUTIES AND RESPONSIBILITIES CHANGE WITH NECESSITY.

MINIMUM QUALIFICATIONS:

APPLICANTS WITH CREDENTIALS THAT DO NOT MEET THE MINIMUM QUALIFICATIONS FOR THIS POSITION WILL NOT BE CONSIDERED.

- Bachelor of Science in Nursing.
- Licensed as Registered Nurse in State of Montana.
- At least two (2) years' supervisory experience.
- Current certifications in CPR, ACLS, and PALS.

DESIRED QUALIFICATIONS:

- Master of Science in Nursing.
- Extensive supervision and management experience in clinical settings.

APPLICANTS MUST SUBMIT THE FOLLOWING ITEMS:

- Rocky Boy Health Center Employment Application
- Letter of Interest
- Resume or Curriculum Vitae

ROCKY BOY HEALTH CENTER HUMAN RESOURCES DISCLAIMS RESPONSIBILITY FOR ENSURING THE COMPLETION OF APPLICATION PACKAGES, CONSIDERING ONLY THOSE APPLICATIONS RECEIVED IN PROPER AND COMPLETED FORM BEFORE THE 4:00 PM CLOSING DATE FOR THE ADVERTISED POSITION. THIS EMPLOYMENT ANNOUNCEMENT IS SUBJECT TO CHANGE DEPENDING ON BUDGET AVAILABILITY AND ORGANIZATIONAL PRIORITIES. EMPLOYMENT OFFERS ARE CONTINGENT UPON THE SATISFACTORY COMPLETION OF A BACKGROUND CHECK AND PRE-EMPLOYMENT DRUG TEST, WITH SUCCESSFUL APPLICANTS BEING SUBJECT TO A 60-DAY PROBATIONARY PERIOD.

SUBMIT APPLICATION:



Rocky Boy Health Center Human Resources
6850 Upper Box Elder Road Box Elder, Montana



rbhchr@rbclinic.org



<https://www.rbclinic.org/employment>

APPROVED FOR ADVERTISEMENT:

Joel Rosette, Chief Executive Officer