



1101 West College Avenue • Spokane, WA 99201-2095 (phone) 509.324.1506 • (fax) 509.324.3604 • (TTY) 509.324.1464

# Public Health Nurse 2 – EIP (FT)

\*Spokane Regional Health District is a "Tobacco Free" Workplace

An Equal Opportunity, ADA Compliant Employer  
Veterans and persons of disability encouraged to apply

**EMPLOYMENT BULLETIN:** JOB #17-35  
**OPENS:** May 19, 2017

**STATUS:** Regular  
**CLOSES:** Open until filled, or until sufficient applications are received  
**PROGRAM:** Early Intervention Program

**DIVISION:** Community & Family Services  
**SCHEDULE:** Full Time 40 hours per week (1.0 FTE)

*This registry may also be used for any additional PHN2 positions with similar qualifications which may occur in the next 6 months.*

**SALARY RANGE: \$4325.50-\$5632.98 per month.** This is the full salary range for the position (not including longevity pay). Starting salary will normally be \$4325.50/month. Position includes a generous benefits package.

**REQUIRED APPLICATION DOCUMENTS (incomplete applications or those missing required documents may not be considered):**

- Fully Completed SRHD Application
- Background check form
- Cover Letter
- Resume

## POSITION DESCRIPTION: Public Health Nurse 2

- Early Intervention Program (EIP) is a nurse home visiting program (EIP) is a nurse home visiting program which addresses health conditions, physical growth, child development, social-emotional health, caretaking and parenting, and home safety issues for children served by Children’s Administration (CA). EIP nurses provide assessment, education/counseling, care management, and linkage to community resources for identified concerns. The PHN either provides direct service and/or links families to community resources to accomplish the following goals:
  - Reduce risk of abuse and neglect of children in the home
  - Enhance parenting skills, family and personal self-sufficiency, and family functioning
  - Reduce stress on the family
  - Reduce the likelihood of additional referrals to CPS
  - Enhance the health and well-being of children and their families and
  - Facilitate linkages to health and community services.

## MINIMUM QUALIFICATIONS:

<b>Required Education:</b>
A Bachelor’s degree involving major studies in Nursing, including study in Public Health Nursing
<b>Preferred Experience</b>
2 years of experience working with children and families and/or experience with home visiting preferred.
<b>Required Licenses:</b>
<ul style="list-style-type: none"> <li>• Valid license to practice as a Registered Nurse (RN) in the State of Washington</li> <li>• Valid motor vehicle driver’s license, auto insurance and access to vehicle or another means of accessing multiple work sites in a timely manner</li> <li>• Criminal background check completed and approved by Children’s Administration</li> </ul>

For a detailed position description and application form, visit us at [www.srhd.org](http://www.srhd.org) or contact the office of Human Resource Services by mail or phone. Please see reverse side for additional application information.

This position is represented by Washington State Nurses Association union.

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### KNOWLEDGE SKILLS AND ABILITIES

- Ability to accurately assess own learning needs and develop strategies to meet them including continuing education, workshops/conferences to increase skill and competencies
- Ability to anticipate a client’s needs and adjust nursing methodologies to meet those needs
- Ability to assist in creating a positive work environment that promotes productivity, mentoring, team work and cooperation
- Ability to create communication environment where clients and colleagues feel free to ask questions and make suggestions.
- Ability to develop a therapeutic relationship with the family and child
- Ability to utilize strengths based approach when working with individuals/families
- Ability to complete documentation per facility policy
- Ability to make appropriate use of interpretation services and translated materials
- Ability to receive and incorporate feedback about behaviors and performance into daily practice
- Ability to utilize appropriate methods of interacting sensitively, effectively and professionally with persons from diverse cultural, socioeconomic, education, racial, ethnic and professional backgrounds and persons of all ages and lifestyle preferences
- Ability to utilize social marketing tools when appropriate
- Ability to work flexible time schedule; occasional early morning, evening meetings and weekends
- Ability to work independently and exercise good judgment.
- Ability to work with high risk families with multiple competing needs and maintain a healthy balance between work and home.
- Ability to analyze data reports and develop appropriate quality improvement strategies to improve practice based up data.
- Demonstrates competence in the use of client/family screening tools including, but not limited to NCAST, ASQ, ASQ-SE, HOME
- Demonstrates capacity to assume responsibility for own practice
- Demonstrates communication that is clear, effective and respectful of differences
- Demonstrates good punctuation, grammar and spelling skills and strong written and verbal communication skills to interact effectively in person or via telephone
- Demonstrates strong interpersonal, leadership and communication skills including strong written, verbal and listening skills
- Has received formal training in Promoting First Relationships and can utilize these interventions in daily practice
- Knowledge of infant and child development, behavior; caretaking/parenting skills, knowledge of CPS, foster care and legal system
- Knowledge of ACE’s and ability to apply interventions through a trauma sensitive lens
- Knowledge of normal pregnancy, postpartum, and childhood growth and development
- Knowledge of and ability to assess clients using OMAHA scoring system
- Knowledgeable of public health issues and trends
- Knowledge of Microsoft Office products, including Word, Excel, Outlook and SharePoint
- Knowledge of state nursing statutes and regulations and assures public health nursing practice is within the scope and standards of the Nurse Practice Act
- Knowledgeable of and able to describe the public health role and the agency’s chain of command in responding to a range of likely emergencies
- Knowledgeable of and integrates evidence-based practice into own practice
- Maintains professional nursing license
- Participates in continuing education/workshops/conferences to increase skill and competencies
- Skill and ability to identify the influence that cultural, social and behavioral factors have on the health of individuals and families.

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## **MAJOR RESPONSIBILITIES:**

### Screening, Assessment, Intervention

- Determines eligibility of family for EIP services. The family must (1) have a child ages birth to six who has issues related to nutrition; physical growth; social-emotional health; hygiene; developmental patterns; medical conditions, access to health care; attachment with caregiver; or risks for injuries from home safety hazards OR (2) have school aged child or youth who has medical neglect or problems with chronic health conditions.
- Attempts to make initial contact with the family within three (3) working days of acceptance of the referral from CA
- Notifies referring social worker or EIP liaison if unable to connect with client.
- Conducts initial screening per EIP program guidelines and determine the appropriate service path for the family, either Brief Intervention Path or Assessment and Comprehensive Service Path
- Provides health and developmental assessments on the identified child and assists the social worker with case planning
- Refers to community agencies/resources as appropriate Follows-up to verify that client has engaged in services
- Performs comprehensive caretaker and infant/child assessments using OMAHA, NCAST, ASQ, ASQ-SE, PHQ-9, ACE's and other assessment tools as appropriate. Identifies and implements appropriate interventions based on assessment outcomes
- Documents assessment and interventions accurately and timely utilizing the OMAHA System, and completes service intervention and data reports within program guidelines
- Reassesses the outcome of interventions and documents in OMAHA KBS scores

### Family Centered Care

- Carries a caseload of up to 20 clients, dependent upon acuity
- Provides services consistent with the "Washington State Division of Children and Family Services Family Centered Practice Model"
- Develops an initial encounter screening assessment and plan that addresses the family's current protective factors; current strengths and successes of the family that can be built upon, current safety or health risk factors; natural supports systems; physical health and social emotional health care needs; attainment of developmental milestones and physical growth; service and/or support needs of the children; and circumstances that led to the crisis.
- Provides support, advocacy, referral and linkage to meet the needs of family members
- Establishes an interpersonal relationship with individuals or families which increases or enhances their capacity for self-care and coping
- Utilizes motivational interviewing as an engagement strategy and as technique to evaluate client's readiness to engage in behavioral change
- Maintains client confidentiality and follows HIPAA policies and procedures
- Maintains accurate and current records regarding nursing activities and completes Medicaid Random Moment Time Studies (RMTS) in a timely manner

### Program Implementation

- Complies with policies, procedures and guidelines of the EIP program
- Works with DCFS liaison and CA social workers to facilitate referrals
- Completes 90 day reviews and submits them to CA as required
- Participates in mandatory trainings including Children's Justice Conference and Mandatory Reporter training
- Participates in Quality Improvement efforts including periodic review of program logic model.

### Partnerships and Collaboration

- Participates in case conferencing with EIP team and liaison when requested
- Attends Family Decision Team Meetings (FTDM) at Children's Administration when requested
- Collaborates and consults with medical and other community professionals to coordinate services and facilitate implementation of the plan of care
- Acts as mentor for less experienced staff and/or nursing students. Acts as a preceptor for new staff when requested
- Participates on interdisciplinary teams as appropriate, i.e., Child Protective Teams
- Provides expert witness testimony when subpoenaed
- Actively participates in groups and team meetings
- Responds to individual, supervisory and community inquiries in a timely manner.

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### Emergency Response

- Adheres to agency chain of command in an emergency response situation
- Conducts “just in time” training for staff in a public health emergency as needed/requested.
- Recognizes deviations from the norm in daily work that might indicate significant problem or emergency and takes appropriate action.

### ENVIRONMENTAL FACTORS:

- Indoors, sedentary with 4 hours/day sitting or standing
- Outdoors, with 2 hours/day walking or standing
- 1-2 hours/day keyboarding or typing at a computer terminal
- Ability to navigate client sites (unpaved walkways, stairs, narrow hallways, etc.) on a regular basis
- Communication skills to interact effectively with people
- Comprehend and process verbal communication
- Visual acuity to read small print
- Ability to discern odors
- Ability to bend, twist, stoop on a regular basis
- Ability to lift or carry up to 25 pounds on a regular basis
- Ability to type, file, and complete forms with or without accommodation
- Ability to operate a vehicle or otherwise access multiple sites in a timely manner
- Ability to work a flexible schedule

*The work environment 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.*

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