

# ConnectionsPlus Healthcare + Hospice Job Description

POSITION NAME: Nurse Practitioner		
SALARY RANGE:		
APPROVED BY:		
REVISION:		
SIGNATURE:	TITLE:	DATE:

**I. POSITION**

Nurse Practitioner

**II. JOB FUNCTION**

Provide home-based medical care to patients in their residences and assisted living facilities in a defined geographic area. Provide medical care to patients in institutions such as nursing homes. The provider will work collaboratively with the medical director and other care team members to ensure the best outcome aligned with the goals of care for the patients.

**III. ESSENTIAL FUNCTIONS**

- a. Assesses health status by obtaining relevant health and medical history. Perform physical exam based upon the age and patient history as per the Standard Care Arrangement with a collaborating physician. Identify significant health and medical problems and provide intervention for each as needed.
- b. Order, interpret, and evaluate laboratory tests and other diagnostic studies to assess patient's clinical problems and health care needs. Develop a diagnostic plan by analyzing and synthesizing collected data.
- c. Perform diagnostic or therapeutic interventions consistent with certification, law, and Health System privileges. May prescribe and monitor medications as allowed by prescriptive authority through Virginia Board of Nursing and Health System policy.
- d. Develop a treatment plan in collaboration with the patient, significant others, and the AIC IDT. Participate in IDT meetings and collaborate with nursing, medical, and other healthcare team members to ensure quality patient care.
- e. Refer patients to specialty providers as appropriate for consultation or specialized health resources and treatment. Ensure continuity of care by serving as a liaison between the patient and other members of the multi-disciplinary care team or with other specialty areas as necessary.
- f. Perform phlebotomy, remove cerumen, and other procedures such as I&D, debridement of wounds, suture/staple removal, and minor laceration repairs.
- g. Implement the plan of care and evaluate patient status, specifically identify and manage geriatric syndromes including but not limited to frailty, age related physical debility, memory loss, depression, and falls. Determine the effectiveness of the plan of care by documenting patient clinical outcomes. Modify the plan as necessary to achieve health and medical goals.
- h. Develop patient education plans. Provide health education and utilize community resources as appropriate to promote optimal health.
- i. Participate in quality monitoring through the review of records and treatment plans for patient outcomes periodically. Apply standardized care guidelines in clinical practice as applicable.
- j. Initiate and/or collaborate in performing clinical research projects, including retrospective and prospective study registries and the preparation and presentation of information.
- k. Demonstrate a high standard of moral and ethical behavior. Demonstrate compassion,

professionalism, and commitment to excellent patient care.

- l. Assist in the development of nurse practitioner clinical protocols for new eldercare initiatives.
- m. Participate in community outreach initiatives.
- n. Participate in professional development activities and maintain professional licenses and CE requirements.
- o. Communicate with home health nurses, care coordinators, other providers, and DME suppliers to optimize care at home.
- p. Provide documentation necessary to obtain medications, home health care, hospice care, and DME.

#### **IV. SUPERVISORY RESPONSIBILITIES**

Preceptor for nurse practitioner students and other team members.

#### **V. EDUCATION AND EXPERIENCE**

Required: Master's or doctoral degree as a Nurse Practitioner. Three years current Nurse Practitioner in an outpatient or long-term care setting

Preferred: Completion of a gerontological nurse practitioner master program. Previous experience in primary care, geriatric care, palliative or hospice care.

#### **VI. ADDITIONAL ELIGIBILITY QUALIFICATIONS**

- a. Advanced Practice Registered Nurse with current Virginia license
- b. National certification as Nurse Practitioner required with Gerontological certification (GNP-BC) preferred. Alternate certifications could include Adult Nurse Practitioner Certification (ANP-BC) or Adult Gerontology Primary Care Nurse Practitioner Certification (AGPCNP-BC)
- c. DEA registration to prescribe preferred medications/interventions
- d. CPR Certification
- e. Valid Virginia Driver's license upon hire
- f. Proof of automobile insurance coverage upon hire

#### **VII. COMPETENCIES**

- a. Demonstrate competency and the ability to perform advanced assessment and diagnosis.
- b. Strong clinical knowledge, with a specialized focus on phlebotomy, joint injections, wound care and debridement, Hospice and Palliative care, Care of Chronic and Acute Illness typical for older adults.
- c. Strong relationship building and communication skills, inclusive of patients, physicians, advanced practice providers, allied health professionals, family members, caregivers, office staff, and administrators.
- d. Ability to provide quality care for patients with complex medical conditions, extensive medication lists, multiple labs, and diagnostic testing needs, as well as psychological complications and challenging family dynamics.
- e. Act with integrity in order to provide safe and quality care for the patient within a home setting.
- f. Excellent time management and organizational skills to manage multiple tasks.
- g. Ability to work independently while collaborating with other team members.
- h. Excellent written and verbal communication skills.

#### **VIII. WORK ENVIRONMENT**

- a. Providers will encounter pets and various home environments, including unpleasant odors and hoarding.
- b. Potential for exposure to contagious diseases, blood, body fluids, and other conditions common to a clinical environment.

#### **IX. PHYSICAL DEMANDS**

- a. Physical mobility with the ability to lift, push, or pull up to twenty pounds.
- b. Physical ability to access any home, hospital, nursing home, doctor's office, or assisted living facility.
- c. Must be able to withstand prolonged sitting, walking, and standing.

**X. POSITION TYPE AND EXPECTED HOURS OF WORK**

The schedule for this position will vary and could include a mix of days, evenings, weekends, and holidays.

**XI. TRAVEL**

50% of the time is spent traveling within a designated geographic area and at times can be for an extended period.

**XII. AFFIRMATIVE ACTION PLAN/EQUAL EMPLOYMENT OPPORTUNITY (AAP/EEO) STATEMENT**

ConnectionsPlus provides equal employment opportunity to all individuals regardless of race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic protected by state, federal, or local law.

**XIII. DISCLAIMER**

This is not an exhaustive list of all responsibilities, duties, skills, efforts, requirements, or working conditions associated with the job. While this is intended to be an accurate reflection of the current job, management reserves the right to revise the job or to require that other or different tasks be performed as assigned.

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Nurse Practitioner Signature / Date

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Executive Director Signature / Date