



Registered Nurse

Department: Nursing

Date Most Recent Update: June 28, 2023

GENERAL DESCRIPTION OF POSITION:

Under the supervision of the Director of Nursing, the Registered Nurse will play a critical role in ensuring the provision of high-quality healthcare services to individuals Richcroft supports. This position will play a critical role in coordinating and supervising the delivery of nursing care provided by Direct Support Professionals (DSP's) to individuals with I/DD. Your expertise in I/DD nursing and strong leadership abilities will ensure the highest standards of care, adherence to protocols, and the well-being of the individuals we support.

PRIMARY JOB FUNCTION(S):

1. Delegation and Supervision:
 - Assess the nursing care needs of individuals with intellectual and developmental disabilities and determine the appropriate tasks that can be delegated to DSPs.
 - Delegate specific nursing tasks to DSPs based on their competencies, qualifications, and scope of practice, ensuring compliance with legal and regulatory requirements.
 - Provide clear instructions, guidance, and supervision to DSP's, monitoring their performance and providing feedback to ensure quality care delivery.
2. Care Planning and Coordination:
 - Collaborate with interdisciplinary teams to develop individualized plans of care for individuals with I/DD, incorporating input from supported individuals, their families, and DSPs.
 - Ensure that plans of care are effectively communicated and implemented by DSPs, monitoring progress and adjusting as necessary.
 - Coordinate and facilitate communication between DSPs, supported individuals, families, and healthcare professionals to ensure continuity of care.
3. Training and Education:
 - Develop and implement training programs for DSPs, focusing on the specific care needs of individuals with intellectual and developmental disabilities.
 - Provide education and resources to DSPs regarding the unique characteristics, challenges, and support requirements of clients with I/DD.
 - Provide education through a Medication Technician Training Program to ensure all DSP's are certified medical technicians (CMT)

4. Quality Assurance and Compliance:
 - Monitor and evaluate the quality of care provided by DSPs, ensuring adherence to established protocols, policies, and standards.
 - Conduct regular audits, inspections, and performance reviews to identify areas for improvement and implement corrective actions as necessary.
 - Maintain up-to-date knowledge of relevant regulations, best practices, and emerging trends in IDD nursing to ensure compliance and continuous quality improvement.
5. Documentation and Reporting:
 - Ensure accurate and timely documentation of delegated nursing tasks, supported individual progress, and any significant changes or incidents.
 - Adhere to legal and ethical standards, ensuring confidentiality and privacy of client and staff information.
6. Health Promotion and Disease Prevention:
 - Develop and implement health education programs and interventions, tailored to the specific needs of individuals with intellectual and developmental disabilities.
 - Collaborate with clients, their families, and caregivers to promote healthy lifestyles, including nutrition, exercise, and hygiene practices.
 - Provide guidance and support on preventive measures, such as immunizations, routine screenings, and early intervention services.

REQUIREMENTS:

- Valid and current Registered Nurse (RN) license.
- Bachelor's degree in nursing (BSN) preferred.
- Extensive experience in providing nursing care to individuals with intellectual and developmental disabilities.
- Demonstrated leadership skills and ability to effectively delegate and supervise UAPs.
- In-depth knowledge of IDD conditions, associated medical issues, and specialized care requirements.
- Strong communication and interpersonal abilities to collaborate with supported individuals, families, DSPs, and interdisciplinary teams.
- Proficiency in documentation and record-keeping.
- Familiarity with applicable regulations, standards, and best practices in I/DD nursing.
- Ability to work independently, prioritize tasks, and manage time effectively.