

At Central Maine Healthcare our team members are committed to providing exceptional care and experiences for our community and for each other every day.

Schedule FT 40 Hours/Week, Flexible Schedule! Amazing Benefits and Opportunity for Professional Growth!

Position Summary: Responsible for assisting with the management and coordination of patient care on a specialty unit. Has authority to delegate and make decisions related to staff in absence of Nursing Management. Participates in planning, administering and evaluating the operation of their assigned unit. Leads unit based educational needs. In support of Nursing Leadership is responsible for actively supporting the achievement of departmental level expected Quality, Financial, Customer Service, Throughput, and People results. Supports and ensures staff follow policies and procedure, evidence-based practice, American nurses Association Standards of Practice and Code of Ethics, regulatory agencies (such as The Joint Commission) and the Maine Nurse Practice Act.

Essential Duties:- Makes assignments and delegates care assignments according to knowledge and skills of team members and needs of the patients. Reassesses and redistributes team members as patient and unit needs change.- Coaches staff to deliver competent nursing care to assigned patients.- Provides immediate troubleshooting for patient care issues and follow-up as indicated.- Facilitates teamwork among all clinicians associated with patient care to expedite patient progress toward goal achievement and timely and appropriate discharge from unit.- Monitors patient care delivery and unit processes for quality improvement opportunities and goals.- Provides oversight of clinical policies and procedures of clinical specialty.- Leading Unit based Education needs, including but not limited to annual skills fairs, clinical competencies, drills, etc.- Facilitates multidisciplinary clinical microsystem quality meetings specific to area of specialty.- Assists in team member in-services and orientation of new staff members.- Effectively communicates process changes.- Conducts unit specific staff meetings in collaboration with Nursing Leadership.- Contributes to the completion of team member 90-day and annual performance evaluations.- Monitors and provides feedback on team member performance improvement plan/progress.- Assists in the development of long and short term goals for their department, promoting quality care and optimal patient outcomes in a fiscally responsible manner.- Maintains awareness of professional standards of nursing within specialty, ongoing healthcare policies and economics.- Maintains awareness of future trends and implications of research for improving nursing practice.- Addresses variations of clinical or behavioral performance real time and informs management as appropriate.- Addresses any risk or quality improvement issues in a timely manner.- Assists with risk event process including Midas and provides follow up education needed as a result of reported events.- Identifies, addresses real time, and communicates existing barriers impacting departmental culture of safety.- Follows the five rights of requested medication to reduce the potential for medication errors.- Supervises care and cleanliness of equipment and supplies to ensure good working condition.- Verifies availability of all supplies required for the unit based on PAR levels.- Assists with timekeeping responsibilities including Kronos and on-line scheduling including development of the unit schedule.- Uses the acuity system to maintain staff productivity resulting in meeting the Worked Hours Per Unit of Service (WHPUOS) targets set through benchmarks.- Assumes a patient care assignment when the number and mix of patients and unit staff permit.

Acute Rehabilitation Team Leader Essential Duties:

+ Support Rehab Nurse Leader to achieve departmental level expected Quality, Financial, Customer Service, Throughput, and People results. Team leader will support and ensure staff follow policies and procedure, evidence-based practice, American nurses Association Standards of Practice and Code of Ethics, regulatory agencies (such as The Joint Commission) and the Maine Nurse Practice Act.

- + Complete Inpatient Rehabilitation Facility Patient Assessment Instruments, which is an extensive document that is completed during their rehab stay, it is filled with patient data; about their functional status and medical course. The team leader will also ensure this data is retrieved, maintained, and submitted to the designated agencies in a timely fashion.
- + Maintain current knowledge of CARF regulations, and other requirements of Medicare and Medicaid programs, Uniformed Data Systems, and other regulatory agencies that may interface with Acute Rehab
- + Provide education/or coordinate education to the rehabilitation team to maintain core competencies, as well as grow the team's competence caring for certain diagnoses
- + The Rehab Specialty Team leader will be responsible for assisting with the coordination of patient care provided by the rehab team, staffing at least weekly, including an every third weekend rotation

Additional Unit Information

- + 13 beds, RN ratio up to 7:1
- + Key diagnoses: CVA, Multi trauma, orthopedic injuries, neurologic disorders (GBS, Parkinson's, MS)
- + Rehab nurses do almost everything a med surg nurse does skill wise! (wounds and dressings, blood, IVs, etc)
- + Small unit, family feel, lots of teamwork among multiple disciplines

Education and Experience:- Current Registered Nurse licensure in the State of Maine.- Bachelor's in Nursing preferred, or Bachelor's candidate within 18 months of appointment.- Current American Heart Association Healthcare Provider BLS required.- 2 years current related hospital experience in specialty required.- Specialty/Leadership certification, preferred.- Experience with a patient population where team lead will be done is preferred.- Committee experience, preferred.

Knowledge, Skills and Abilities:- Ability to engage patients and team members utilizing the CMH Experience Standards? I am creating a warming, caring, and non-judgmental environment? I am actively listening and seeking information? I am honest, truthful, and consistent? I am respectful, treating all individuals with dignity and empathy? I am serving as a role model, taking both initiative and ownership when appropriate? I am working collaboratively and demonstrating teamwork- Serve as the champion of the patient and team member experience by providing an A+ experience to every patient and team member, every day.- Works well in dynamic and fast paced environment.- Positive communication skills.- Positive role model.- Demonstrates initiative.- Exceptional customer service skills with a strong customer service philosophy.- Ability to interpret, synthesize, prioritize, and make immediate judgments using long and short term memory to coordinate a patient care area.- Competent with all age groups within defined patient populations. Demonstrates sensitivity when interacting with diverse ethnic groups.

If you are passionate about making a difference and are looking for your next great career opportunity, we look forward to reviewing your application! AT CENTRAL MAINE HEALTHCARE YOU ARE AT THE CENTER OF EVERYTHING WE DO

Our why, our purpose, drives every decision and action we take as a healthcare system. We strive everyday to deliver exceptional care, and to improve our community. We are a non-profit organization that is breaking the traditional healthcare mold by bringing our patients and their family's high value, low cost, and award-winning care while focusing on creating an

exceptional experience for them; all within their communities. To accomplish this, we only hire individuals who are committed to excellence, who embody the principles of our CMH Experience Service Standards, and who are ready to step in