Registered Nurse (3 Positions)

About Codman:

Codman Square Health Center is a community-based, outpatient health care and multi-service center in the heart of Dorchester. We opened our doors in 1979 with a dream: to build the best urban community in America. As part of this dream, we recognized that though health care begins by alleviating sickness, the journey to a true “culture of health” is achieved through the health of the whole person and the whole community. Our two-physician staff that summer of 1979 may have been small, but our commitment to the community was deep and our vision optimistic. Today, we are home to a staff of 280 multi-lingual and multi-cultural expert clinicians, medical staff and employees, most of whom reside in the neighborhoods surrounding Codman Square. We boast more than 114,000 client contacts each year, and have developed an astounding depth and breadth of community programs, as well as strong partnerships with other organizations in order to meet our mission most efficiently.

Position Summary:

Reporting to the RN Team Leader and the physician chair of the unit, the Registered Nurse is responsible for the assessment, planning, implementation, and evaluation of care for patients seen in his/her unit. The Registered Nurse performs a variety of direct and indirect patient care activities. The Registered Nurse also directs the practice of medical assistants and Licensed Practical Nurses and performs charge nurse responsibilities. The Registered Nurse is accountable to perform in accordance with Health Center Policy and Procedures, the Massachusetts Board of Registration in Nursing, and standards set by the ANA. The RN promotes patients self management and empowers patients/families to achieve maximum levels of wellness and independence. The RN will actively engage in care team huddles, clinical meetings, and quality improvement activities. The RN will seek opportunities to learn from others, be open to adapting best practices into their work and effectively communicate those areas which they feel uncomfortable or need to improve upon to their supervisors. The RN will contribute to the orientation and development of new personnel, as well as mentor peers and promote collaborative teamwork. The RN is committed to the constant pursuit of organizational excellence and improving the health status of the community. **This is 40 hours weekly (1 late evening and 1 Saturday per month is required)**

Primary Responsibilities:

1. Nursing Assessment
   a. Assess and triage patients
   b. Collect data, history and information including pertinent vital signs
   c. Review the medical record

2. Treatment Plan of Care
   a. Collaborate and plan treatment with patient, family, providers and multi-disciplinary team
3. Implementation Plan
   a. Implements the individualized plan to achieve high quality patient care
   b. Implement provider’s orders
   c. Effectively advocates to achieve optimal patient care
   d. Prepares patient, chaperones and assists with MD exam
4. Evaluation and Revision of Treatment Plan
   a. Evaluate the patient’s response to treatment plan
5. Patient Safety
   a. Assures that service standards, policies and procedures meet or exceed regulatory standards (JAHCO, DPH, MA Board of Nursing etc.)
   b. Applies the principles of standard precautions
6. Worksite
   a. Maintain a safe patient care environment
7. Supervise and Delegate
   a. Oversee duties and activities of medical assistants and LPN’s
   b. Delegates tasks to appropriate personnel

Qualifications and Skills:

RN from an accredited nursing school, current MA license, and current CPR certification. Three (3) years overall experience preferred, with at least 2 years in Adult and Pediatric acute care, and medical/surgical environment. Bilingual capability in Spanish and/or Haitian Creole desired.

Codman serves a diverse population. Applicants who have a multicultural background and/or bilingual are encouraged to apply. We offer a generous benefits package including:

- A retirement employee-funded 403(b) plan
- Competitive Medical, and Dental
- Employer-paid Life, Accidental Death & Dismemberment and Long-Term Disability Insurance
- Generous Vacation, Holiday, Personal and Sick Time Benefits
- Flexible Spending Reimbursement Accounts (Health and Dependent Care)
- Educational Assistance and tuition reimbursement Programs
- Commuter Benefits
- Other benefits and perks!

To Apply: Send resume and cover letter to codemp@codman.org. Job Code: RN-FM3/Web

CSHC is an Equal Opportunity Employer, M/F/D/V encouraged to apply

Visit Codman.org to view other opportunities