

APPLY IN PERSON AT:
Human Resource Department
909 Packer land
Green Bay, WI 54303



OR MAIL TO:
Human Resource Department
P.O. Box 365
Oneida, WI 54155-0365

APPLY ONLINE AT:
<http://oneida-nsn.gov>

A good mind. A good heart. A strong fire.

Phone: (920) 496-7900
Fax: (920) 496-7490

POSITION TITLE: License Practical Nurse (LPN)
POSITION NUMBER: 01099
DEPARTMENT: Nursing
LOCATION: 525 Airport Road Oneida WI
DIVISION: Comprehensive Health
RESPONSIBLE TO: Nursing Supervisor
SALARY: NE07 \$16.95/Hr (NEGOTIABLE DEPENDING ON EDUCATION & EXPERIENCE)
(Employees will receive 5% below the negotiated pay rate during their probationary status.)
CLASSIFICATION: Non-Exempt
POSTING DATE: May 15, 2019
CLOSING DATE: Until Filled
Transfer Deadline: May 22, 2019
Proposed Start Date: As Soon As Possible

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

POSITION SUMMARY

Provide general patient care, and basic patient education. Perform duties which indirectly support patient care such as scheduling, recordkeeping, and maintaining supplies inventories. Continuation of this position is contingent upon funding allocations.

DUTIES AND RESPONSIBILITIES:

1. Schedule and coordinate paperwork for patient/doctor appointments.
2. Assist doctors, registered nurses, and/or providers with examinations, treatments, special tests, and procedures.
3. Review patient charts obtain and record patients' vitals, medications, allergies, medical history, and reasons for patient visits.
4. Record and report observed symptoms, reactions, treatments, and changes in the patients' conditions.
5. Administer medications; apply sterile dressings.
6. Ensure equipment is maintained in proper working condition and medical supplies are adequately stocked.
7. Coordinate labeling, delivery, and receipt of laboratory specimens and results; provides information and coordinates follow-up visits.
8. Practice safety, environmental, and/or infection control methods.
9. Ensure strict confidentiality of records.
10. Contribute to a team effort and accomplishes related results as required.
11. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
12. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.
13. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

1. Frequently stand and walk; reach and pull with hands and arms; and talk and hear.
2. Occasionally is required to sit; and stoop, kneel, crouch, or crawl and/or move up to twenty-five (25) pounds.

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PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:(Cont.)

3. Work environment is generally performed in a medical office setting with exposure to potentially dangerous materials and situations that require following extensive safety precautions and may include the use of protective equipment and exposure to blood borne pathogens. Exposure to latex products on a routine basis.
4. Evening and/or weekend work and extended hours and irregular shifts may be required.
5. A Tuberculosis (TB) Screening and/or TB Skin Test are required within thirty (30) days of employment and annually thereafter as required.

STANDARD QUALIFICATIONS:

1. Knowledge of applicable federal, state, county and local laws, regulations, and requirements.
2. Knowledge of Accreditation, HIPAA, Workers Compensation, OSHA, Federal, State and Local regulations.
3. Knowledge of current principles, methods and procedures for the delivery of nursing procedures and quality of care.
4. Knowledge of clinical operations and procedures.
5. Knowledge of health education theory and practice.
6. Knowledge of supplies, equipment, and/or services ordering and inventory control.
7. Skill in operating business computers and office machines, including in a Windows environment, specifically Word, Excel, Access, and presentation software (such as PowerPoint).
8. Obtain Oneida Certification on reporting Child Abuse and Neglect within ninety (90) days.
9. Ability and willingness to provide strong customer service orientation.
10. Ability to communicate effectively in the English language, both verbally and in writing. Ability to communicate technical information to non-technical personnel.
11. Ability to establish and maintain professional relationships with individuals of varying social and cultural backgrounds and with vendors and co-workers at all levels.
12. Ability to foster a cooperative work environment, work both independently and in a team environment.
13. Ability and willingness to be CPR Certified or the ability to obtain within three (3) months of employment. Must maintain CPR Certification during employment.
14. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
15. Must complete Health Insurance Portability and Accountability Act (HIPAA) training prior to employment. **(Training will be administered by the Human Resource Department.)**
16. Must be willing and able to obtain additional education and training.
17. Must pass a pre-employment drug screening. Must adhere to the Tribe's Drug and Alcohol Free Workplace Policy during the course of employment.
18. Employees are required to have proof of immunity or dates of 2 doses of MMR and of Varicella prior to starting in any position within the Oneida Comprehensive Health Division. Any refusal of vaccination(s) or failure to provide proof of immunity may disqualify the applicant.
19. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.
20. A valid, non-probationary driver's license or occupational driver's license, reliable transportation, and insurance are required. Must obtain a Wisconsin non-probationary driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a personal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Policy prior to actual start date. Must maintain driver's eligibility as a condition of employment.

PREFERRED QUALIFICATIONS:

Applicants please clearly state on the application/resume if you meet these qualifications.

- 1.

MINIMUM QUALIFICATIONS:

Applicants please clearly state how you meet these qualifications on the application/resume.

1. Wisconsin's License as a Licensed Practical Nurse.
2. One (1) year of experience as an LPN or related field in a clinic, hospital or employee health setting.

ITEMS TO BE SUBMITTED:

1. **Must provide a copy of diploma, license, degree or certification upon employment.**