

APPLY IN PERSON AT:
Human Resource Department
909 Packerland Drive
Green Bay, WI 54303



OR MAIL TO:
Human Resource Department
P.O. Box 365
Oneida, WI 54155-0365
Phone: (920) 496-7900
Fax: (920) 496-7490

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

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

POSITION TITLE: Licensed Practical Nurse (POOL)
POSITION NUMBER: 00311
DEPARTMENT: Nursing AJRCCC
LOCATION: 2901 S Overland Drive Oneida WI
DIVISION: Comprehensive Health
RESPONSIBLE TO: Director of Nursing
SALARY: NE7 \$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: December 4, 2018
CLOSING DATE: Ongoing Recruitment
Proposed Start Date: **Applicants will be placed on a pool and will be notified as positions become available.**

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 routine nursing care and ensures complete and quality nursing care to all Anna John Resident Centered Care Community residents. Continuation of the position is contingent upon funding allocations.

DUTIES AND RESPONSIBILITIES:

1. Ensure nursing department operates in accordance with applicable laws, regulations, policies and procedures.
2. Assume role of Charge Nurse as needed dependent on shift and assignment. Supervise CNA staff assigned to shift being worked.
3. Provide direct nursing care to residents under the general supervision of a Registered Nurse; recognizes and interprets symptoms; assists with therapeutic and diagnostic measures; administer medication and treatment as directed; assures special and emergency needs are met; maintain complete and accurate medical records.
4. Perform selected procedures and treatments as directed including TPR and BP, simple dressings, irrigation of regulated and functioning colostomies and catheters, post-mortem care, tube feedings and suprapubic catheters.
5. Assist in restorative and rehabilitation care according to care plans.
6. Maintain and monitor nursing equipment, supplies and inventory.
7. Promptly notifies physician of any change in condition.
8. Assist in maintaining an environment conducive to the physical, spiritual and emotional wellbeing of residents and personnel.
9. Contributes to the team effort.
10. Ensure strict confidentiality of records.
11. Maintain professional and technical knowledge by conducting research, attending seminars, educational workshops, classes and conferences; reviewing professional publications; establishing networks; participating in professional societies; conferring with representatives of contracting agencies and related organizations.
12. Perform basic nursing care such as but not limited to bathing, personal hygiene, grooming, toileting, transferring and feeding residents.
13. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
14. 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.

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Licensed Practical Nurse
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PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

1. Frequently walk, stand, bend; lift and handle, feel; reach with hands and arms.
2. Occasionally stoop, kneel, or crouch. Ability to lift and/or move up to one hundred (100) pounds with assistance.
3. Work is generally performed in a nursing home setting with a moderate noise level where employee may be exposed to unpleasant odors, hazardous material and infectious disease. Situations where safety-toe shoes, safety goggles, gloves or protective face shields are needed may occur. Work environment may include exposure to life and death situations. In case of severe weather or emergencies employee will be required to stay until an appropriate replacement is found and relieves the employee.
4. Evening and/or weekend work may be required; extended hours and irregular shifts may be required.
5. A Tuberculosis (TB) Screening and/or TB Skin Test is 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 geriatric medicine.
3. Skill in use of office equipment, fax machine, copy machine, and computer.
4. Ability to exercise independent judgment.
5. Ability to operate various types of medical equipment including oxygen, tube feeding pumps, suction machines, ambubags and patient lift.
6. Ability to be compassionate and caring.
7. Ability to work independently and meet strict time lines.
8. Ability to communicate efficiently and effectively both verbally and in writing.
9. Ability to establish and maintain good working relationships with the individuals of varying social and cultural backgrounds.
10. Ability to obtain CPR Certification within ninety (90) days of employment. Must maintain CPR Certification during employment.
11. Red Cross First Aide Certified. Must maintain Red Cross First Aide Certification during employment.
12. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
13. Must complete Health Insurance Portability and Accountability Act (HIPAA) training prior to employment. **(Training will be administered by the Human Resource Department.)**
14. Must be willing and able to obtain additional education and training.
15. Must pass a pre-employment drug screening. Must adhere to the Nation's Drug and Alcohol Free Workplace Policy during the course of employment.
16. Employees are required to have proof of immunity or dates of 2 doses of MMR and 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.
17. 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.

PREFERRED QUALIFICATIONS:

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

1. One (1) year of work experience as an LPN in a Long-Term Care setting.

MINIMUM QUALIFICATIONS:

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

1. One (1) year of current work experience in a clinic, nursing home, hospital, or employee health setting or any health care setting as a health care professional.
2. Must be currently licensed in the State of Wisconsin as a Licensed Practical Nurse.
3. Must have a working phone to be contacted as needed.
- 4.

ITEMS TO BE SUBMITTED:

1. **Must provide a copy of diploma, license, degree or certification upon employment.**
2. **Three (3) current letters of references.**