HUMAN RESOURCES

EXAMINATION ANNOUNCEMENT NO 21-019

POSITION: STAFF NURSE II (WOUND CARE)

OPENING DATE: 06/10/2021

NO. OF VACANCIES: 1

CLOSING DATE: CONTINUOUS

SALARY: $46,155.20 P/A - $48,634.51 P/A

The salary given will be determined by the qualifications of the appointee.

LOCATION: Nursing Services, Commonwealth Health Center, Commonwealth Healthcare Corporation, Saipan

DUTIES:
The Staff Nurse will be working under the supervision of the Certified Wound Ostomy Care Nurse or Internal Medicine physicians and Surgeons for the acute and rehabilitative care of patients with selected disorders of the gastrointestinal, genitourinary, and integumentary systems such as acute and chronic wounds (eg, complex draining wounds, fistulae, pressure ulcers, vascular ulcers), ostomies, percutaneous tubes, and continence disorders. Professional responsibilities are carried out through direct patient care, clinical consultation, education, research, and administration.

1. GENERAL DUTIES/RESPONSIBILITIES
   • Utilizes the nursing process when directing or delivering care to patients with WOC needs including assessment, diagnosis, outcomes identification, planning and implementation (eg, coordination of care delivery, health teaching and promotion, consultation), and evaluation.
   • Utilizes and maintains current physical, psychosocial, clinical assessment, and therapeutic communication skills to determine individual patient needs and expected outcomes.
   • Participates in committees or task forces related to wound, ostomy, and continence issues.
   • Provides consultation and other services such as wound care in outpatient clinics

2. WOUND/SKIN CARE
   • Provides consultation for individuals with altered skin integrity (eg, pressure ulcers, draining wounds, fistulae) to develop individualized plans of care and attain expected outcomes.
   • Provides guidance to staff in implementing protocols to identify, control, or eliminate etiologic factors for skin breakdown, including selection of appropriate support surfaces.
   • With a physician's order, provides appropriate debridement of devitalized tissue (eg, conservative sharp debridement, silver nitrate [AgNO3] cauterization of nonproliferative wound edges, hypergranulation tissue, or to control minor bleeding).
   • Provides appropriate education to patients, caregivers, and staff regarding skin care, wound management, care of percutaneous tubes, and draining wound/fistulae management.
   • Validates pressure ulcer data collection for nursing quality indicators (eg, pressure ulcers and restraint use).

3. OSTOMY CARE
   • Provides pre- and postoperative education to patients (and their families) who are undergoing ostomy surgery, with consideration of the need for physical and psychological adaptation.
   • Marks the stoma site preoperatively by determining the appropriate site for stoma placement with consideration of the patient's anatomical markings, physical capabilities, and lifestyle.
- Assesses the stoma and stoma functioning and initiates appropriate procedures for stoma care (eg, removes rod/sutures, measures/fits a pouching system, teaches care of stoma/peristomal skin and pouch).
- Provides appropriate educational information to patients, including postoperative and discharge instructions about care, referrals, and supply needs.
- Serves as a resource for patients after discharge through telephone consultation or outpatient services.

4. CONTINENCE CARE
- Identifies risk factors for urinary or fecal continence disorders.
- Assesses patients with urinary and/or fecal continence disorders.
- Establishes an appropriate management program to include dietary and fluid management; bowel training or stimulated defecation program; bladder retraining, prompted voiding, or a scheduled voiding program; pelvic muscle reeducation without biofeedback; indwelling catheter management; recommendations regarding containment/absorptive products and devices and skin care; and education and counseling for patients/caregivers.
- Identifies patients requiring referral for assessment/management of complex urinary or fecal continence disorders.

5. EDUCATION
- Participates in developing and implementing procedures and protocols, based on current national guidelines, to deliver care to patients with the following:
  - Urinary or intestinal disorders resulting in the need for an ostomy.
  - Conditions requiring wound management.
  - Impaired or altered skin integrity.
  - Urinary and/or fecal continence issues.
- Assists the nursing and medical staff in maintaining current knowledge and competence in WOC care by providing the following:
  - Formal or informal continuing education programs.
  - Clinical rounds.
  - Lunch and learn sessions.
  - Orientation sessions.
  - Collaborative practice committees.
  - Nursing councils.
  - Attends continuing education programs related to WOC nursing to maintain current knowledge and skills.

6. RESEARCH
- Collaborates with leadership and multidisciplinary clinical practice teams to establish protocols, which support best practices to achieve optimal clinical benefits for patients needing WOC care.

7. ADMINISTRATIVE DUTIES
- Maintains and submits required activity and statistical reports to the appropriate department supervisor.
- Contributes to the selection of cost-effective supplies and equipment related to WOC care, which might need to be individualized for different units/departments.
- Performs other related duties as assigned.

QUALIFICATION REQUIREMENTS:
Associate’s degree in Nursing from a recognized/accredited school of Nursing or foreign equivalent plus four (4) years related work experience.

OR

Bachelor’s degree in Nursing from a recognized/accredited school of Nursing or foreign equivalent plus two (2) years related work experience.

LICENSES/ CERTIFICATIONS:
Must pass the NCLEX-RN and must be licensed as a Registered Nurse by the Commonwealth Board of Nurse Examiners (CBNE) to practice nursing in the Commonwealth of the Northern Mariana Islands (CNMI). Must possess BLS/ACLS Certifications with AHA. Graduation/ Certificate of Completion from a WOCN-accredited

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wound, ostomy and continence (WOC) nursing education program, or satisfactory completion of an accredited program within 6 months after assuming the position. Acceptable certification: 1) Certified Wound Care Nurse — CWCN — offered by the Wound Ostomy and Continence Nursing Certification Board (WOCNCB); 2) Wound Care Certified — WCC — offered by the National Alliance of Wound Care (NAWC); 3) Certified Wound Specialist — CWS — offered by the American Association of Wound Management (AAWM).

**KNOWLEDGE:**
- Must be computer literate.
- Must demonstrate critical thinking and ability to make decision in complex situation.
- Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.
- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.

**SKILLS:**
- Excellent communication skills.
- Excellent attention to detail.
- Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems. Understanding written sentences and paragraphs in work related documents.
- Considering the relative costs and benefits of potential actions to choose the most appropriate one.

**ABILITIES:**
- Ability to handle contact with human blood or other potentially infectious bodily fluids in compliance with regulatory procedures and protections.
- Ability to prioritize tasks and meet deadlines.
- Ability to work in a team environment.
- Strong interpersonal skills.
- Ability to listen to and understand information and ideas presented through spoken words and sentences.
- Ability to apply general rules to specific problems to produce answers that make sense.
- Ability to tell when something is wrong or is likely to go wrong, it does not involve solving the problem. only recognizing there is a problem.
- Ability to read and understand information and ideas presented in writing.
- Ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
- Ability to see details at close range (within a few feet of the observer).
- Ability to listen to and understand information and ideas presented through spoken words and sentences. See more occupations related to this ability.
- Ability to exert maximum muscle force to lift, push, pull, or carry objects.
- Ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without ‘giving out’ or fatiguing.
- Ability to bend, stretch, twist, or reach with your body, arms, and/or legs.
- Ability to quickly move your hand, your hand together with your arm, or your two handsto grasp, manipulate, or assemble objects.

**CONDITIONAL REQUIREMENTS:**

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This position is a Full-Time employment status at 40 hours per week with a shift schedule of eight to twelve hours per day, Monday through Sunday with flexible day(s) off per week. It is “EXEMPT” and is not eligible to receive overtime compensation pursuant to the Fair Labor Standards Act (FLSA) of 1938 Federal Law.

Note(s):
- Three-fourths 20 CFR 655, Subpart E: “Workers will be offered employment for a total number of work hours equal to at least three fourths of the workdays of the total period that begins with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ends on the expiration date specified in the work contract or in its extensions, if any.”
- Employer-Provided Items 655.423(k): Requires Employer provide to the worker, without charge or deposit charge, all tools, supplies and equipment required to perform the duties assigned.

OTHERS:
This position is paid on a bi-weekly basis (2-week period). CHCC adheres to all applicable deductions such as C.N.M.I. Tax, Federal Tax, Medicare and Social Security.

Note: Education and training claimed in Employment Application must be substantiated by diploma, certificate or license. Failure to provide complete application form or the required documents will result in automatic disqualification.

INTERESTED PERSONS SHOULD SEND THEIR CURRENT APPLICATION FORMS TO:
Office of Human Resources
Commonwealth Healthcare Corporation
1 Lower Navy Hill Road, Navy Hill, Saipan, MP, 96950
Operation Hours: Monday Through Friday 7:30 AM – 4:30 PM and CLOSED on weekends/holidays.
Employment Application Forms will be available 24/7 at the employer’s hospital facility’s Main Cashier Office (entrance/exit point for all)
E-mail: apply@chcc.health
Direct Line: (670) 236-8205/8210/8729/8202
Trunk Line: (670) 234-8950 ext. 3580/3581/3583
Fax Line: (670) 233-8756
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