



Commonwealth Healthcare Corporation

Commonwealth of the Northern Mariana Islands

1178 Hinemlu' St. Garapan, Saipan, MP 96950



HUMAN RESOURCES

EXAMINATION ANNOUNCEMENT NO. 25-079

POSITION:	NURSE INSTRUCTOR	OPENING DATE:	<u>05/16/2025</u>
NO. OF VACANCIES:	1	CLOSING DATE:	<u>05/26/2025</u>
SALARY:	\$61,033.44 - \$65,176.80 per Year		
WORKSITE	Nursing Department		
LOCATION:	Commonwealth Health Center P. O. Box 500409 Saipan, MP 96950		

DUTIES:

The Nurse Instructor (NI) is the nursing leader for an area of nursing practice within the Commonwealth Healthcare Corporation (CHCC) focusing on nursing orientation of new staff on actual clinical practice, and provides reeducation and retraining in performance management of participants including remedial teaching if a participant fails to achieve minimum competency level based on the CHCC Nursing competencies. The advanced knowledge and skills required of this role include clinical expertise in a focus area, evidenced-based practice, collaboration, consultation, education, mentoring, and leadership. These are essential to advance the practice of nursing and the professional development of nurses. The specialized knowledge and skills are used within three major areas of focus: patient/family, nurses and nursing practice, and the organization/system. The NI, CE Coordinator, and Nurse Unit Managers are partners in leading the nursing clinical practice area. The NI coordinates and guides clinical activities/ projects of nurses within the practice area. The NI is accountable for collaborating with members of the health care team to design, implement, and measure safe, cost-effective, evidenced-based care strategies. The NI will actively focus in monitoring nurses working on the floor and is responsible for maintaining current professional knowledge, competencies, and certifications, and contributing to the advancement of the practice of nursing at the unit/system, local, and state level. Actively participate in performance management of participants including remedial teaching if a participant fails to achieve minimum competency level based on the CHCC Nursing competencies. Identifies, collects, and analyzes data that serve as basis for developing training and outcome management such as Quality Improvement studies. Establishes methods to evaluate and audit documentation and nursing interventions. Collaborates with others to resolve issues related to patient care, communication, policies, and resources. Assist in creating and revising nursing policies, protocols and procedures using evidenced-based information to achieve outcomes for indicators that are nurse-sensitive. Able to address barriers that affect patient outcomes. Assist in leading clinical practice and quality improvement initiatives for the units.

CHCC is an equal opportunity employer. We consider all applicants for all positions without regard to race, color, religion, sex, disability, age, mental or veteran status, the presence of a non-job-related medical condition or disability, or any legal protected status.

Assist the staff in developing critical thinking and clinical judgement. Creates a nursing care environment that stimulates continuous self-learning, reflective practice, feeling of ownership and demonstration of responsibility and accountability. Collaborates with CE Coordinator, DON, Corporate Quality and Performance Management staff, and others on content and operational design of orientation, clinical competency, and other clinical educational program development. Provide expert teaching, guidance, and clinical support to participants of programs conducted by the Continuing Nursing Education Department. Assist in developing, piloting, evaluating, and incorporating models of practice across the field of nursing care. Assist in designing and evaluating programs and initiatives that are congruent with CHCC's strategic plans, regulatory agency requirements, and nursing standards. Participates in identifying unit needs, selection, and evaluation of products and equipment. Advancing nursing practice through participation in professional organizations, presentations, and trainings. Follow universal precautions, isolation procedures, and physical precautions per Infection Control program. Maintains confidentiality and protects sensitive data at all times. Attends and participates in staff meeting and in-services. Maintains effective and positive working relationships with other staff. Reports for work as scheduled and has satisfactory attendance records. Meets licensure requirements. Performs other related duties and other work that is required, assigned or instructed by the Director of Nursing.

MINIMUM QUALIFICATION REQUIREMENTS:

Masters of Science in Nursing (MSN) or higher from a recognized/accredited school of Nursing. Must pass NCLEX-RN and must be licensed as a Registered Nurse by the CNMI Commonwealth Board of Nurse Examiners (CBNE) to practice the profession of nursing in the CNMI. Five (5) year experience in Clinical Nursing as registered nurse and three (3) years of which must have experience in providing education and training for nurses. Experience in performing building and/or grounds maintenance work, preferred.

CONDITIONAL REQUIREMENT:

Employment is contingent upon successful clearing of pre-employment health and drug screening in accordance with CHCC policy.

ADDITIONAL JOB INFORMATION:

This position is a temporary, Full-Time employment status at 40 hours per week with a shift schedule of eight (8) hours per day from 7:30am to 4:30pm, Monday through Sunday with flexible day(s) off per week. Employment start date will begin on August 01, 2025 through July 31, 2028. This position is paid on a bi-weekly basis (2-week period). Fringe benefits: Paid time off & holidays.

NOTE(S):

- Employer-Provided Items 655.423(k): Workers will be provided, without charge or deposit charge, all tools, supplies and equipment required to perform the duties assigned.
- Deductions from Pay: CNMI Tax, Federal Tax, Medicare and Social Security. Optional: Medical & Dental Insurance, Life Insurance, 401a Retirement Plan.

INTERESTED PERSONS SHOULD SEND THEIR COMPLETED APPLICATION FORMS TO:

Interested applicants may be considered for employment by submitting a completed Commonwealth Healthcare Corporation (CHCC) Employment Application to CHCCs Human Resources Office. The HR Office is open Monday through Friday from 7:30 AM to 4:30 PM and is CLOSED on weekends/holidays. Applicants may contact the employer via email at apply@chcc.health or via telephone at (670)236-8202 to apply for the job opportunity posted on the CHCCs official website: <http://www.chcc.health/job-opportunities.php>. Employment Applications are made available on the CHCC website and at the CHCCs HR & Main Cashier Office.