Job Description: Population Health Nurse

Job Title: Population Health Nurse
Department: Nursing

Position Summary: The Population Health Nurse will be a leader and an integral part of the interdisciplinary care team. The Population Health Nurse will work at the top of their license, complete tasks that may include comprehensive nursing assessments, patient education, preventative care, medication management, chronic disease management, and acute assessments. The Population Health Nurse will be responsible for utilizing population health software to assist with risk stratification and overall management of the patient population to ensure proper methods of evidence-based care and coordination of care are provided to optimize patient outcomes. The Population Health Nurse will develop and maintain a strong and trusting relationship with the patients, their families, and the entire interdisciplinary team. This position will assist with transition of care management and must be able to make recommendations for the overall care and treatment of the patient.

Supervision Received: Population Health Manager
Supervision Exercised: N/A

Hours per Pay Period: 80hrs   **Classification:**   ☒ Full-Time   ☒ Exempt

                                                                                     ☐ Part-Time   ☐ Non-Exempt

Education/Qualifications:
- Must be a current licensed Registered Nurse (RN), BSN/BAN preferred
- Current MN driver's license
- Experience with complex, and frail older adult population
- Excellent nursing assessment and documentation skills
- Exceptional professional communication and relationship building
- Strong organizational and time management skills with the ability to prioritize tasks/deadlines
- Ability to work autonomously, yet highly skilled in interdisciplinary collaboration and teamwork
- Ability to adapt quickly and effectively in a dynamic clinical environment
- Knowledge of Medicare, Medicaid, and Value Based Care (VBC) programs
- Demonstrates ability to manage multiple tasks simultaneously and to identify and resolve exceptions and to interpret data
- Ability to exercise initiative, problem-solving and decision-making skills as related to the medical care plan, per teamwork with the interdisciplinary team (IDT)
- Demonstrates compatibility with Genevive's mission and operating philosophies

- Ability to use critical thinking, empathy, collaboration, and technology to develop a person-centered treatment plan
- General PC skills required, Microsoft Excel and Word applications
- Demonstrates skill in health information management
- Current CPR certification

Essential Functions:
- Serve as a liaison between patients, families, and the interdisciplinary health care team to ensure that patient needs are met
- Conduct health risk and nursing assessments and screenings to guide the overall care of the patient
- Assist in implementation of population health initiatives aimed at improving the patient health outcomes
- Collect and analyze data to identify trends and areas for improvement in population health
- Develop and maintain relationships with patients, their families, facility partners, and the Genevive IDT about patient health status, treatment plans, disease processes, medications, and other health-related information as appropriate, while encouraging patients and families to adhere to treatment plans
- Evaluate the effectiveness of a treatment plan by monitoring patient progress, identifying signs of complications or other problems, and communicating regularly with the IDT and anyone else who is involved in the patients care
- Educate patients, families, and partner facilities to manage chronic conditions, by providing education and resources on disease specific conditions and how to improve or maintain their overall health
- Perform routine and follow up visits in a variety of settings: AL, SNF, TCU
- Conduct comprehensive nursing assessments, as well as perform skilled nursing tasks, which may include, but are not limited to bladder catheterization, specimen collection, wound assessment, foot care, cerumen removal, dressing changes, immunization administration and psychosocial check-ins as needed and determined by members of the IDT
- Assist the provider and patient to monitor chronic disease symptoms, report symptoms to provider in a timely and accurate manner
- Provide transition management
- Manage new medication orders via electronic prescription management system in EHR
- Exhibit excellent, professional, and compassionate communication with patients, families, IDT, sub-specialists, and all other entities while representing Genevive
- Attend family conferences when appropriate
- Assist in coordinating family conferences as needed
- Assist in overall care coordination needs, such as referrals/outreach to community resources and community partners to improve overall patient health outcomes
- Attend and participate in departmental meetings and IDT meetings
- Establish and maintain confidentiality of information and follows all applicable HIPPA guidelines

- Lead IDT team meetings to ensure that meetings are run in a timely manner and to ensure that needs at hand are addressed
- Utilize population health software as determined by manager
- Ability to use population health data, as well as critical thinking to assess, determine and assign patient risk levels, as well as to execute proper methods of evidenced-based care and coordination of care

Physical/Mental Demands and Work Environment:
- Requires sitting and standing associated with a normal work environment
- May view computer screens for long periods of time
- Requires the use of office equipment, such as copiers, computers, tablets, telephones and fax machines
- Frequent contact with facility staff, Physicians, patients, and families
- Use of a personal vehicle
- Frequent contact with patients in their environment
- Some exposure to communicable disease

The demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Employee Signature_____   Date _____