UnityPoint Health Post-Acute Care ARNP

Skilled Nursing Facilities are searching for a Full-time Advanced Practice Nurse Practitioner to join our team in Cedar Rapids, Iowa

Position Overview:

The Skilled Nursing Facility (SNF) Nurse Practitioner (APNP) works in collaboration with the SNF Medical Director, SNF RN Case Manager, and post-acute care team members to deliver care to patients in the SNF setting. This work includes coordinating and facilitating the delivery of care services to patients by performing the following activities to include, but not limited to: performing physical, psychosocial and spiritual assessments, detailing patient history, establishing goals of care, and evaluation of patient’s status, participation in the development of a plan of care with the patient / family, attending physician and interdisciplinary team and collaborating with next level of care provider(s) in transitioning care and services.

- Ability to support patient care in partner Skilled Nursing Facilities (e.g. travel between sites, electronic health record, diversity of staff).
- Building relationship with skilled nursing facility and PCP.
- Ability to create a care plan to incorporate the patient/family needs and strengths while managing post-acute care costs.
- Ability to improve health outcomes while lowering the medical costs of the enrolled patient.
- Demonstrate program return on investment.
- Working collaboratively with the health care team to organize and prioritize multiple demands while meeting patient needs with resources available.
- This position functions with a high degree of independence regarding decision to coordinate care and services for SNF program patients.
- Able to resolve customer concerns/issues to deliver superior service every time, understanding the financial implications of those decisions.

Essential Duties & Responsibilities:

- Effectively communicates with patient and family.
  - Utilizes concepts of motivational interviewing.
  - Provides support, counseling and information to patients and families dealing with end-of-life issues or with issues related to life-threatening or serious and complex illness.
- Performs assessment process to include patient history, physical, psychosocial and spiritual assessment. Uses laboratory, pharmacological, diagnostic tests, patient/family perceptions and physical assessment data in formulating plan of care.
- Prescribes medications including controlled substances to the extent delegated and licensed.
- Orders treatments and durable medical equipment as indicated.
- Communicates and coordinates patient care with primary care physician and members of the patient care team. Supports collaboration through documentation in EPIC and facilities’ electronic medical record.
- Participates in the development and implementation of a plan of care
  - Collaborates with the patient / family, attending physician and multidisciplinary team, identifying realistic patient-focused outcomes as the goals of the plan of care. Integrates multidisciplinary approach to maintain comfort, support human functions and responses, and maintain an environment conducive to well-being.
  - Applies advanced practice nursing principles and practices/interventions according to current protocols of practice in Gerontology, hospital protocol and procedures and selected competencies approved for the division.
  - Provides health teaching and counseling.
- Attends Medicare Part A meetings.
• Prepare and maintain accurate and timely patient records, charts and documents to support sound medical practice and reimbursement for services provided.
• Comply with applicable laws and regulations with respect to collaborative agreements.
• Provides SNFist program coverage in the absence of the program Medical Director.
• Initiate reimbursement for services rendered.
• Demonstrates clinical leadership as a role model for staff in case management and skilled nursing facility.
• Assists with formulation of evidence based nursing policy and procedure as it relates to post-acute care.
• Assists with development, implementation and evaluation of program goals and outcomes.
• Evaluates patient care outcomes.
• Models behavior that invites collegial interaction and demonstrates mutuality.
• Builds partnerships that support and promote care coordination and care management strategies.
• Supports organizational efforts of establishing and maintaining relationships with communities, benefactors and other employees.
• Serves as a resource for other members of the healthcare team, including physicians, who are involved with identified patient populations.
• Supports competency development and implementation with the staff providing care to the identified patient populations served.
• Maintain up-to-date knowledge of applicable national, regional and local health care policies, guidelines, and other government regulations
• Assists with special projects as assigned.
• Follows and complies with all policies, procedures, rules, regulations, values, and behavior expectations of UnityPoint Health and community facilities served.
• Participate in data collection, analysis, chart audits and reporting. Each staff member is expected to review individual audit results and improve performance as indicated.

Qualifications/Experience:
• Completion of an accredited registered nursing program and approved/accredited nurse practitioner program
• RN licensure in the State of Iowa and Advanced Practice Registered Nurse licensed in the State of Iowa
• Current BLS certification
• One year current clinical experience in geriatric or post-acute care
• Experience in chronic disease management and Palliative Care and Gerontology and/or Honoring Choices certification preferred
• Must possess a comprehensive knowledge of general nursing theory, geriatric, and an expanded knowledge of current clinical and specialized patient care concepts.
• Demonstrated excellence in clinical knowledge of geriatrics and chronic disease management.
• Ability to lead / participate in an interdisciplinary team.
• Knowledgeable in ethical principles and comfortable in applying them to clinical situations.
• Respects patient confidentiality in all communications.
• Maintains friendly, courteous and responsible interpersonal communication patterns and working relationships.
• Verbally presents factual, concise and timely information to the patient care team and medical staff as indicated.
• Works independently and makes decisions in a timely manner.
• Participates in program improvement initiatives.
• Develops and nurtures collaborative relationships with SNF partners and care team.
• Maintain flexibility with scheduling of hours and travel as needed.
• Adapt positively and constructively to a constantly changing healthcare environment.

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