



NEW HORIZONS
VILLAGE

POSITION POSTING ANNOUNCEMENT March 29, 2016 – UNTIL FILLED

Job Title:	Licensed Practical Nurse (LPN)
Department:	Health Care Services
Reports to:	Director, Health Care Services
FLSA Status:	Full -Time Non-Exempt, Hourly
Special Conditions:	Eligible for Company Benefits
Standard Work Schedule:	Days and Hours Vary
Wage:	DOE



JOB PURPOSE

Provides high quality health care to all New Horizons Village individuals with intellectual disabilities under the direction of a Physician or RN. Performs all nursing responsibilities in accordance with Florida professional standards, licensure, and competency qualifications, and in compliance with Medicaid, Medicare, AHCA and company policies.

JOB SPECIFICATIONS

To perform this job successfully, the individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Preferred Education, Competencies, and Experience

- High school diploma/GED and 12 months experience working as a Licensed Practical Nurse; or a combination of higher education and experience.
- Experience working with Individuals with Intellectual/Developmental Disabilities preferred.
- Active LPN license in the state of Florida.
- Working knowledge of infection control protocols.
- Valid Florida Driver License.

Required Attributes

- Must demonstrate cognitive ability to analyze, coordinate, collaborate, make sound decisions, and produce accurate and timely results.
- Must demonstrate ability to work independently without supervision.
- Must figure, analyze, and translate complex data into information.



NEW HORIZONS
VILLAGE

POSITION POSTING ANNOUNCEMENT

March 29, 2016 – UNTIL FILLED

- Must build positive working relationships with clients, guardians, consultants, governing agencies, health care resources, multiple levels of employees and management.
- Must demonstrate integrity and professionalism.

Proficiency or Productivity Standards

- Must adhere to company's standards of care and treatment of all residents.
- Must adhere to Standards of Business conduct.
- Must meet established attendance standards.
- Must adhere to facility dress code at all times while on site and while on duty.
- Must adhere to established tobacco-free policy at all times while on site and while on duty.
- Will be required to work weekdays and/or weekends, evenings and/or night shifts if needed to meet staffing requirements or deadlines.
- Will be required to work on religious and/or legal holidays on scheduled days/shifts.
- Will be required to work as necessary during emergency and/or disaster situations, i.e., before, during or after a declared emergency or disaster.
- Will be required to stay after workday to assist after an emergency until relief arrives.

PHYSICAL AND MENTAL DEMANDS

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

While performing the duties of this job, the employee must be able to remain in a stationary position 50% of the time. The employee is required to be able to regularly position self to maintain resident and personal safety. The employee is regularly required to move about the campus to transport residents. The employee is regularly required to communicate with residents and employees and must be able to exchange accurate information in these situations. The employee is regularly required to detect, determine, perceive, identify, recognize, judge, observe, inspect, estimate and assess situations while in the performance of his/her job duties. The employee is regularly required to use hands to finger, handle, or feel objects, office machines/equipment, or controls, and behavioral modification techniques. The employee is regularly required to reach with hands and arms, climb or balance and stoop, kneel, or crouch. The employee must be able to lift and/or move up to 50 pounds which includes the moving, transporting, positioning, lifting, putting, installing or removing residents, and/or supplies and equipment.

While performing the duties of this job, the employee may be required to transport and/or accompany residents by driving/riding in company multi-passenger vehicles.

While performing the essential functions of this job, the employee may regularly work under stressful circumstances and may be exposed to, or potentially exposed to, blood, body fluids, and/or aggressive or behaviors.



NEW HORIZONS
VILLAGE

POSITION POSTING ANNOUNCEMENT

March 29, 2016 – UNTIL FILLED

WORKING CONDITIONS

The working conditions described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Indoor, temperature controlled, tobacco-free/smoke-free environment. Employee is exposed to outdoor climates.