

Position: Registered Nurse

Varying positions: Full-Time, Part-time and Per Diem – willing to work night shifts with 12 hour shifts, both on the weekend and during the week.

**Crescent Cove**

The mission of Crescent Cove is to offer care and support to children and young adults with a shortened life expectancy, and to their families who love them. Crescent Cove is Minnesota's first residential children's hospice and respite home and opened in May 2018 in Brooklyn Center. The home provides short respite breaks for children with life-threatening conditions and for their families, as well as an option beyond the hospital or home environment for compassionate care at the end-of-life. Crescent Cove also provides or covers the costs for support services such as massage therapy, spiritual care, music therapy and support groups for families currently caring for a child with a life-threatening condition.

Position Summary

Crescent Cove is looking for skilled and passionate nurses with pediatric palliative care experience and knowledge to care for children and teens at the Midwest's first children's residential hospice. The nurses need to embrace the child and their family, celebrate the child's life and help assure the family as their child is in respite and/or receiving end-of-life care at our home. Nurses will facilitate and administer care, as needed, to Crescent Cove children and their families on a comprehensive level including medical, psychosocial and spiritual needs. The Nurses, along with their team of supervising nurses will manage all patient care needs alongside the interdisciplinary team.

Primary Duties and Responsibilities

The Registered Nurse will perform the following essential clinical/technical duties:

- Commitment to Crescent Cove's mission and vision
- At the direction of the patient's primary care physician, the Medical Director, Nurse Manager, provide and coordinate quality palliative and respite care to children/families, including nursing services, medication administration, treatments, preventative procedures
- In coordination with the Inter-Disciplinary Team develop, implement, evaluate and update plan of care for each child/family
- Work with the nurse manager at Crescent Cove to ensure that each child's primary care team is in contact with the child's care team at Crescent Cove
- Assess patients and report to the managing physician reactions to medications, as well as changes in the patient's physical or emotional condition
- Ensure goals of care for each child continue seamlessly from home or hospital
- Be an active and effective champion around needs of the child and family – clinical, pharmacological, spiritual and social – Assess and respond to psychosocial needs
- Help to maintain staff resiliency and morale
- Develop meaningful relationships with families to increase their comfort and access to support services for their family.
- Coordinate patients' orders
- Calculate medications and fluids with 100% accuracy

- Perform nursing procedures such as blood draws, central line dressing changes, mediport access as needed
- Coordinate patient nursing care with other team members including other nursing staff, psychosocial staff, pharmacist, Medical Director, attending physician and various community agencies and resources
- Supervise clinical nurse assistants and volunteers
- Participate in intakes, admissions, transfers and discharges
- Protect patients and employees by adhering to infection-control policies and protocols, medication storage procedures and controlled substance regulations
- Perform clinical assessments and evaluations prior to and following family visits for respite or end-of-life care
- Ensure proper operation of DME and other equipment by following manufacturers' instructions; performs routine maintenance and acts as liaison with equipment providers
- Maintain current clinical knowledge of pediatric palliative care practices through ongoing education and attendance of in-service training sessions
- Perform other responsibilities as assigned.

Essential Patient Interaction Duties:

- Actively participate in the provision of medical, psychosocial and spiritual care for Crescent Cove children and their families
- Meet with patients and families as needed to anticipate changes in medical, psychosocial and spiritual care needs
- Teach, supervise and support the child and family regarding pain and symptom management
- Communicate with the child/family any changes in child's condition or plan of care

Essential Team Communication Duties:

- Document medical interventions and maintain accurate clinical records in the Medical Record System
- Attend scheduled interdisciplinary team meetings when possible and document discussion and any changes to plan of care in the medical record
- Maintain communication with patient, family and primary care staff when patient is transferred and/or hospitalized
- Maintain patient confidence by keeping all patient and family information confidential and following HIPAA at all times
- Check Crescent Cove email in order to be apprised of Crescent Cove business and professional tasks

Essential Additional Functions:

- Demonstrate the basic skills and core competencies of a Registered Nurse, including managing multiple, competing and varied tasks, time management, listening skills, problem solving (clinical and interpersonal), decision making (clinical and interpersonal), delegation of duties and successfully managing work-flow
- Perform tasks in a culturally sensitive manner without regard to any protected category defined by federal, state or local law
- Provide house tours as requested
- Utilize Crescent Cove resources in a cost effective manner
- Maintain a clean and organized work area to reduce likelihood of health and safety hazards
- Effectively deal with personal and psychosocial and bereavement issues related to job duties

- Maintain professional boundaries within Scope of Practice
- Adhere to all state regulations regarding professional license
- Report to work on time for your scheduled hours, ready for work
- Understand and adhere to Crescent cove compliance standards as they appear in the Crescent Cove Employee Manual, Crescent Cove policies and procedures manual
- Ability to communicate accurately and concisely using both written and verbal skills
- Ability to work independently to manage a caseload of patients
- Ability to access, input, retrieve information from a computer
- Knowledge of office procedures and office machines
- Fluency in English

Professional Qualifications

- MN RN license in good standing required
- Five or more years of experience as a RN in a pediatric healthcare setting
- PICU, NICU or palliative care experience preferred
- Has experience with Integrative Therapies, i.e. massage, energy work, etc.
- Bachelor's Degree required
- Credentialed or willing *to* become credentialed by the National Hospice & Palliative Care Nurses Association
- Understands child development and unique diagnosis within pediatric healthcare
- Personal, reliable transportation, valid and current MN Driver's License, good driving record and insurance are required

Personal Knowledge, skills and abilities

- Demonstrates self-awareness of personal, ethical, spiritual, cultural beliefs
- Highly developed professional & interpersonal skills
- Attention to detail and follow-through
- Knowledge of pediatric palliative, hospice and bereavement care
- Excellent verbal and written communication skills and ability to work effectively on a one-to-one basis and within groups
- Knowledge of, and ability to use software to capture family support
- Self-motivated, self-directed, enthusiastic, energetic, creative and highly organized
- Active listening skills
- Fluency in English

Please submit a cover letter and resume to Karla at Karla.Vaughan@CrescentCove.org. References and background check following successful interview.