

## Volunteer Hospice of Clallam County

### Job Description

**Position: Registered Nurse (Hospice), full-time, part-time, and per diem day- and night-shift positions**

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**Instructions:** Please send resume to Anita Chilton at [office@vhocc.org](mailto:office@vhocc.org).

### Position Summary

**This paid position is a rewarding opportunity for a Registered Nurse to provide quality palliative and hospice care to patients and their caregivers in a liberating and heart-centered environment.** Part-time, full-time, and per diem positions are available designed to fit your schedule. Volunteer Hospice of Clallam County (VHOCC) is one of the only community-supported nonprofit hospice care organizations in the nation that provides clinical services to patients for free. Our unique model allows nurses to provide truly patient-centered care that is free from Medicare requirements.

Reports to: Nurse Team Manager

### Our Mission and Who We Are

#### Mission

**To provide free around- the-clock registered nursing availability to terminally ill patients, while supporting them and their families emotionally, physically and spiritually with a team of trained volunteers**

Volunteer Hospice of Clallam County (VHOCC) is one of the only free, community-supported nonprofit hospice care organizations in the nation. VHOCC has provided mission-driven compassionate care for the terminally ill, their caregivers, and their families for over 40 years. VHOCC is located on the beautiful Olympic Peninsula in WA state; we provide unparalleled patient service without any billing to government agencies or insurance companies, creating a liberating and heart-centered work environment. Our services include end-of-life care, respite care for caregivers, grief support, and a medical equipment loan program for the community. After doubling our capacity over the past three years to respond to increased need, we're expanding our nursing care team. Learn more about our origin story and legacy at [www.VHOCC.org](http://www.VHOCC.org).

### Principal Duties

- Provide hospice and palliative care in a team case management model
- Perform clinical assessment and evaluation of patient for symptom management, pain, and physical/emotional/spiritual distress
- Teach/counsel patient and caregivers about symptom management, including non-pharmacological interventions, safe use of medications, and dosing
- Develop trusting relationship with patients
- Coordinate care with referring provider and facilities
- Attend deaths and notify appropriate agencies
- Document all visits, calls, medication orders in patients' medical record in a timely manner
- Conduct self in accordance with standard professional nursing practices
- Communicate effectively with the rest of the care team
- Cover on-call hours as required

### **Qualifications, Education, Skills and Abilities**

- Current Registered Nurse license in state of practice
- Graduate of accredited nursing program
- Minimum of two years nursing experience preferred but not required; experience in home health, oncology, medical surgical nursing, or hospice a plus
- Current driver's license, valid vehicle insurance, and access to a dependable vehicle
- Clear verbal and written communication skills
- Work cooperatively with others and function as part of a team
- Respond appropriately and effectively to patients and caregivers in both routine and crisis situations

### **Other Requirements**

- Performance of job duties requires travel between Port Angeles and Sequim offices and to patients' place of residence.
- Ability to lift 40 lbs.
- Work is performed primarily indoors at patient's place of residence.
- Essential duties may involve occasional kneeling, squatting, crouching, stooping, crawling, standing, bending, climbing.
- Duties require carrying a cell phone, laptop, and medical equipment used in patient assessments.
- Requires the ability to alternatively sit and stand for sustained periods of time.
- Requires ability to drive at night when on-call.

### **Compensation & Benefits**

- Full-time hourly, part-time hourly, and per diem pay scales dependent on education and experience
- Employer sponsored medical, dental, vision plan for employees working 20+ hours/week
- Employer sponsored 401(k) plan
- Sign-on bonus payable upon 1-year worked for employees if eligible
- Up to \$1,000 reimbursement for moving expenses if moving from out of the area after 90 days if eligible
- PTO calculated on hours worked
- Self-scheduling and autonomous work schedule; culture of healthy work-life balance
- Professional development support for CE training

### **VHOCC's Equal Employment Opportunity Policy**

*Volunteer Hospice of Clallam County provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.*

*This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.*