**Position Summary** – Nurses in the Center for Employee Wellness (CEW) provide direct care services to individuals and groups in a variety of settings. For individuals, this position involves assessment, intervention and evaluation of clients in biometric screening clinics, and chronic disease management and lifestyle programs. Holistic care is provided within the context of a robust coaching model using evidence and theory based care. Nurses manage a client case load and provide 1:1 coaching and counseling for people with chronic conditions or those wishing to maintain or improve their health. Nurse coaches work with clients over time and establish a dynamic relationship as clients work towards wellness goals. In screening clinics, nurses perform full panel biometric screenings using point of care testing (POCT) and provide real time follow up counseling and education about strategies to improve or maintain health. Nurses also refer/recommend clients to appropriate programs. Nurses provide education and counseling to groups at organizations and to the broader community. Nurses work in a fast paced, collaborative environment where nursing expertise is valued and independent practice is realized. Nurses report to Chief Wellness Officer. Note: Typical duties and responsibilities will vary based on department needs.

**Typical Duties and Responsibilities:**

40% Employee Wellness- Wellness Coach for Lifestyle and Condition Management Programs

* Develop and individualized wellness plan for each client using information from a variety of sources, based on knowledge of physiology, pathophysiology, psychology, and social determinants of health.
* Monitor the progress of the client towards goal achievement, evaluate the effectiveness of care and adapt the wellness plan as needed.
* Conduct and coordinate intake assessments, ongoing appointments and program completions for clients enrolled in a condition management or lifestyle management program.
* Utilize expert coaching techniques to assist clients in developing a wellness vision and wellness goals.
* Evaluate client outcomes at end of program and establish a plan to maintain health gains.
* Use critical thinking to assess, intervene and evaluate the care of individual clients and problem solve unusual or unique clinical scenarios.
* Refer clients to additional resources to meet unique client needs.
* Practice cultural agility in meeting the diverse needs of individual clients.
* Deliver care to clients in an autonomous and competency supportive environment
* Apply motivational theory to encourage behavior change
* Participate in team based care working effectively in a collaborative model.
* Maintain coaching certification(s) as required by program.
* Utilize evidence based practice and best practice models in formulating care, delivering care and evaluating care.
* Assure an exceptional client experience incorporating the ICARE values in daily practice.
* Generate referrals to other wellness programs or care providers based on client needs.
* Use technology effectively to meet client needs, including telehealth modalities.
* Communicate with other service providers.
* Represent UR Medicine Employee Wellness and University of Rochester School of Nursing at health events.

40% Employee Wellness – Wellness Coach for Biometric Screenings

* Conduct POCT biometric screenings.
* Interpret results from POCT and other sources such as the wellness survey, to understand the client’s risk profile
* Integrate information in real time to develop individualized recommendations considering the client’s unique profile and presentation based on knowledge of physiology, pathophysiology, psychology, and social determinants of health
* Assess the impact of the clients current state of health and the larger health of the community on the client’s well-being, and discuss methods to improve their well-being, as needed
* Use critical thinking to assess, intervene and evaluate the needs of individual clients and problem solve unusual or unique clinical scenarios.
* Identify critical clinical situations and intervene to assure immediate client safety, and provide follow up to assure continued client safety.
* Practice cultural agility in meeting the diverse needs of individual clients.
* Deliver care to clients in an autonomous and competency supportive environment
* Apply motivational theory to encourage behavior change
* Utilize expert coaching techniques to assist clients in developing wellness goals
* Engage and encourage participant to utilize resources to make measurable improvements in their wellness goals.
* Assure an exceptional client experience incorporating the ICARE values in daily practice.
* Make referrals as appropriate to PCP, Condition Management, Lifestyle Management, Behavioral Health Partners, and other programs based on participant needs.
* Use technology effectively to meet client needs.
* Communicate with other service providers.
* Stay current with best practices and maintain expertise in the health and wellness field.
* May oversee other clinical staff and clerks to assure smooth administration of clinical services and/or participate in coordination of off-site clinics and group sessions.

**15% Group Programs and Community Based Education**

* Develop presentations and group programs as requested using the most current evidence
* Delivers group programs and presentations in an engaging manner and adapts content and delivery based on audience needs.
* Uses sound adult learning educational principles in both the development and delivery of programs
* Uses various modalities to deliver content.
* Evaluates effectiveness of group programs/ presentations.

**5% Professional Development**

* Participate actively in program based meetings\*
* Present clinical rounds to peers (including case reviews, journal club and educational updates)
* \* Above two are encouraged – not required)
* Remain current in nursing and specialty evidence
* Orients other CEW staff, as requested
* Participate in SON and Program based initiatives
* Serve on committees as requested
* Participates in quality improvement as requested

**Skills Required –** Licensed Registered Nurse in NYS with excellent organizational, interpersonal and communication skills and theability to multi-task, problem-solve and adapt in a fast-paced clinical environment. Expertise in adult nursing with 3 to 5 years experience preferred and specialty certification desirable. Ability to apply evidenced based and theory based assessments, interventions and evaluations to clinical situations and to adapt care as needed. Ability to work independently, exercise independent nursing judgement and use critical thinking abilities to craft individualized care. In addition, nurse should possess the desire to embrace change and to adapt to the evolving landscape of healthcare.

Regular daily travel is an essential requirement of this position, and will include some overnight clinics. Candidates must have a reliable means of transportation (reimbursement for mileage provided). Basic computer skills are essential. Wellcoaches® certification (or equivalent wellness coaching certification) required within one year of hire.

**Educational Requirements** – Baccalaureate prepared Registered Nurse with current CPR certification.

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**Interested candidates do need to apply on line at [https://www.rochester.edu/working/hr/jobs/](https://www.rochester.edu/working/hr/jobs/%22%20%5Ct%20%22_blank). The HRMS job # is 226103.**