



**United Way
of the Coastal Bend**

JOB TITLE: Nurse-Family Partnership (NFP) Home Visiting Nurse

MISSION: It is the mission of United Way of the Coastal Bend to improve lives by mobilizing the caring power of community.

PURPOSE/FUNCTION OF POSITION: The Nurse-Family Partnership Home Visitor provides comprehensive nursing services to first-time pregnant women and their babies in client homes to improve health and social functioning while adhering to the NFP model.

KEY ACCOUNTABILITIES:

Nurse-Family Partnership Home Visitor

- Make home visits for women and their children eligible for the NFP program
- Conduct a comprehensive medical history and assessment of needs/risk factors on each new patient.
- Counsel and educate patients on the importance of prenatal examinations and the warning signs of problems in pregnancy.
- Assess the need for access to services based on the comprehensive needs assessment agreed upon by client and home visiting nurse
- Assess physical, emotional, social and environmental needs of clients as related to NFP domains
- Provide education, support and referral sources to assist women and their families in attaining targeted goals
- Maintain and update patient records
- Ensure delivery of program services align with model requirements
- Provide information to NFP support staff for timely and accurate data input into the NFP data tracking system
- Completes all required NFP education and training
- Performs home visits in accordance with the NFP Model Elements and NFP Visit-to-Visit guidelines

CORE COMPETENCIES:

Mission Focused: Top priority is to create real social change that leads to better lives and healthier communities.

- Ability to catalyze others' commitment to mission.
- Strives vigorously to accomplish shared goals.
- Separates one's own interests from organizational interests in order to make the best possible judgments for the organization

Relationship Oriented: Is able to communicate effectively to develop, grow, and sustain productive relationships. Knows how to capture and record relevant information and how to interpret and utilize the information to forge partnerships and strengthen internal and external relationships.

- Values diversity and inclusion.
- Effectively communicates.
- Treats others with respect and dignity.

Collaborator: Understands the roles and contributions of all sectors of the community.

- Seeks and shares knowledge of community.
- Takes a collaborative approach to addressing issues.
- Focuses on shared goals.

Results Driven and Results Achieved: Is dedicated to shared and measurable goals for the organization.

- Has a searing focus on results and can effectively communicate goals and impact.
- Sets and maintains high performance standards for self and others that support the goals of the organization.
- Challenges self and others to achieve “stretch” goals.
- Is personally accountable for the results they achieve.
- Is able to adapt quickly to ever-changing environments.
- Is organized, able to plan, think strategically, and is creative, innovative, and appropriately persistent.
- Is able to make decisions and willing to take risks when appropriate to achieve results and meet goals.

Brand Steward: Is a steward of the UWCB brand and understands his/her role in growing and protecting the reputation and results of the organization.

- Acts with integrity and strong ethics to foster trust at all levels (personal, market, societal).
- Defines, communicates and consistently exemplifies the organization’s values and ethics.
- Understands brand concepts and can articulate these to stakeholders and staff.
- Respects and follows the standards and safeguards that protect the organization’s integrity (e.g., professional standards for financial reporting, integrity of data, security of information systems, use of organizational property, confidentiality, etc.)

FUNCTIONAL COMPETENCIES/ACCOUNTABILITIES:

Self-Management

- Present oneself in an appropriate and professional manner. Communicate, act, react and respond appropriately in all situations.
- Effectively utilize interpersonal skills and political astuteness to engage with and function as a member of a team.
- Is trustworthy and acts with integrity, authenticity, humility and in good faith; respecting others’ opinions, priorities, values and interests.
- Able to handle confidential information with the utmost discretion.

Communication Skills

- Is understanding and uses empathy, compassion and active listening.
- Is fully present and aware of subtleties and nuances such as body language and voice tonality to better understand what is important to constituents and how to connect and engage them with UWCB.

Utilize and Acquire Knowledge

- Is forward-thinking, focused on what is possible, and seeks new tools and knowledge as needed.
- Is able to use technology when acquiring and utilizing knowledge, and is innovative and creative in its application.
- Seek to continuously improve skills.

INTERNAL WORKING RELATIONSHIPS

- This position works in support of and under the direction of the Nurse-Family Partnership Program Director

EDUCATION REQUIRED

Bachelor's of Science in Nursing required. Licensed as a Registered Nurse by the State Board of Nurse Examiners required.

PREVIOUS WORK EXPERIENCE

Two years recent experience in maternal/child health, public health, home visiting or mental/behavioral nursing preferred.

TECHNICAL KNOWLEDGE AND OTHER QUALIFICATIONS:

- Working knowledge of professional nursing techniques and procedures.
- Working knowledge of Microsoft Office products (Excel, Word, PowerPoint, and Outlook)
- Excellent communication skills, both verbal and written.
- Must be able to work independently, exercise initiative, independent good judgment, flexibility, discretion, and solid decision making.
- Ability to establish and maintain good relationships with clients, community members, and staff
- Bilingual preferred (English/Spanish)

OTHER: Position requires day local travel and may include some overnight travel. Must own vehicle and provide proof of required insurance. Applicant must be able to lift 25 lbs.

EMPLOYMENT CLASSIFICATION: Administrative Exempt—this position is full-time, may exceed a 40-hour work week, and is exempt from Fair Labor Standards and Practices overtime compensation requirements.

The job description for this position is intended to provide an overview of responsibilities and is not meant to be considered all-inclusive.