



Community Care Network

Rutland Mental Health Services & Rutland Community Programs

Community Care Network is looking for a Residential RN to join our team!

Community Care Network is comprised of Rutland Mental Health Services and Rutland Community Programs. Our mission is to enhance the well-being of our communities, individuals and families through responsive, innovative and collaborative human service

About the Role:

The Residential Nurse provides coordination of nursing services and medical oversight across multiple residential programs, consistent with their professional licensure. The Residential Nurse is consistently responsible for training direct care staff and ensuring compliance with all medical interventions and regulatory requirements within the facilities.

As an integral member of multiple interdisciplinary treatment teams, the Residential Nurse works collaboratively to stabilize individuals, support transitions back to home and community settings when appropriate and promote an optimal quality of life for individuals residing in the programs.

The Residential Nurse provides services across the following facilities:

- **CSID** – A short-term, four-bed crisis stabilization facility licensed as a TCR, serving individuals experiencing acute mental health symptoms.
- **North End Ranch** – A long-term Level 3 group home serving individuals with developmental disabilities.

This position offers a unique opportunity to work with a diverse population of individuals and to collaborate closely with direct care staff, supervisors, managers, and multidisciplinary teams across varied residential settings. The Residential Nurse works in close partnership with the prescribing team, including the Medical Director, as well as Residential Managers to ensure high-quality, coordinated care.

Responsibilities:

- Complete nursing assessments and reassessments in accordance with facility regulations, including upon admission, at required intervals, and at discharge.
- Complete medication delegation training, as applicable.
- Provide ongoing nursing oversight to all assigned residential locations and residents to ensure health and psychosocial needs are met in accordance with physician or other health care provider diagnoses and orders. This includes observation, assessment, goal setting, staff education, and the development, implementation, and evaluation of

individualized written treatment plans, including the use of mechanical restraints when clinically indicated to maintain client well-being.

- Assist with the admission process for individuals entering residential programs, including but not limited to the entry of information into the Electronic Medication Administration Record (eMAR).
- Provide training, monitoring, and oversight for the delegation of nursing tasks to residential recovery staff, supervisors, and managers (RN-licensed nurses only).
- Provide oversight of client medication management, including self-administered medications and delegated medication administration. Responsibilities include procuring and storing medications, assessing medication effects, ensuring accurate documentation, and collaborating with clients' personal health care providers (RN-licensed nurses only).
- Establish and maintain routine communication processes with designated residential staff regarding clients' medical conditions, medication effects, and medication changes.
- Educate, train, and document designated residential staff in proper medication administration techniques, including PRN medication management, and provide education regarding client conditions, prescribed medications, potential side effects, and responses to medical concerns.
- Monitor and evaluate designated staff performance in carrying out nursing instructions and delegated tasks.
- Provide coverage and administer injectable medications during medication or shot clinics as needed and within scope of practice (RN-licensed nurses only).
- Assist interdisciplinary teams in coordinating ongoing or new medical and supportive services, including primary care, physical, occupational, or speech therapy, laboratory services, dental, neurological, orthopedic, and pharmacy services as needed.
- Coordinate preventative and ongoing medical and mental health treatment in collaboration with the Medical Director and other qualified professionals.
- Serve as the primary liaison between physicians, hospitals, pharmacies, and other health care providers to ensure coordinated and appropriate health care services.
- Ensure best practices are followed in the delivery of health care services across all residential programs.
- Monitor infection control practices and provide or ensure training of residential staff on universal precautions and infection prevention as required.
- Accompany clients to outside medical appointments or community activities as requested or as staffing allows.
- Provide health education groups to residential and behavioral health clients.
- Maintain current and competent knowledge of medical pharmacology, including potential adverse reactions and drug interactions.
- Regularly attend required in-service trainings, staff meetings, and committee meetings.
- Collaborate with facility leadership to support program planning related to the delivery of nursing services.
- Complete all required documentation, recordkeeping, and data collection in accordance with program requirements, state regulations, and licensing standards.
- Enter, assist with, and/or audit medical and medication information within agency-designated EHR and eMAR systems as required.

- Participate in the collection and analysis of outcome data related to CSID and North End Ranch client care to support continuous quality improvement initiatives.

Qualifications:

- BS degree from an accredited school of nursing.
- Valid Vermont State Nursing License.
- RN
- Two or more years of demonstrated proficiency in nursing.
- Must have a valid driver's license, reliable transportation with personal automobile liability insurance coverage at or above the levels mandated by the State of Vermont.
- *Successful completion of a criminal history background check after hire.
- Up-to-date certification in CPR and First Aid for Health Care Professionals.
- Possess knowledge of psychiatric clinical issues.
- Possess working knowledge of medications, their desired and untoward effects, and drug interactions.
- Possess knowledge of infection control practices.
- Ability to provide education and training to clients, staff and other individuals as needed.
- Must be able to enter data into an Electronic Medical Records (EMR) system using a computer and other software programs as needed.
- Ability to work independently and to work with others in a positive, respectful manner.
- Demonstrated effective written and verbal communication skills.

What's in it for YOU:

- Competitive Pay Range - \$75,000.00-\$80,000.00 (compensation is typically dependent upon experience)
- Comprehensive Benefit Package
 - 401(k)
 - 401(k) matching
 - Dental insurance
 - Employee assistance program
 - Flexible schedule
 - Flexible spending account
 - Health insurance
 - Health savings account
 - Life insurance
 - Paid time off
 - Professional development assistance
 - Retirement plan
 - Tuition reimbursement

- o Vision insurance
- Career Training and Development
- Tuition Discounts

CCN is an Equal Opportunity Employer.