

Stanislaus County Health Services Agency Public Health Nurse III - Continuous *Supervising Nurse Case Manager*



Public Health Nurse III Salary: \$83,428.80 - \$101,420.80

Stanislaus County is now offering recruitment bonuses!

Full-Time Bonus: \$3,000

Part-Time Certain (PTC) Bonus: \$1,500

We are currently hiring Full-Time Nurses

Applicants are encouraged to apply immediately as this recruitment may close at any time

The Stanislaus County Health Services Agency invites qualified candidates who are dedicated to public service and who possess strong administrative, communication, and leadership skills to serve as public health nurses. The Public Health Nurse III classification is a lead position responsible for planning, coordination, implementation, and assistance with the administration and direction of staff in assigned Public Health programs. These programs provide population based services in clinical/or community settings focused on illness and injury prevention and health promotion programs through education, case management, and direct care and community collaboration.



ABOUT THE COMMUNITY

Stanislaus County is located in Central California within 90 minutes of the San Francisco Bay Area, the Silicon Valley, Sacramento, the Sierra Nevada Mountains and California's Central Coast. With an estimated 538,388 people calling this area home, the community reflects a region rich in diversity with a strong sense of community. Two of California's major north-south transportation routes (Interstate 5 and Highway 99) intersect the area and the County has quickly become one of the dominant logistics center locations on the west coast.

The County is home to a vibrant arts community with the world-class Gallo Center for the Arts, a symphony orchestra, and abundant visual and performing arts. Stanislaus County is a global center for agribusiness, positioned by its mild Mediterranean climate, rich soils and progressive farming practices.

The area is recognized internationally for agricultural innovation with wine, almonds, poultry, milk, cattle, and walnuts being some of the featured industries. The County is also home to Stanislaus State University, Modesto Junior College and benefits from satellite locations of other high-quality educational institutions. The County was established in 1854 and has a total land area of 1,515 square miles. Temperatures range from an average low of 38 degrees Fahrenheit in the winter to an average high of 85 degrees in the summer. Temperatures move up into the 90s during the summer months with low humidity and cool evening breezes from the San Joaquin Delta.

ABOUT THE HEALTH SERVICES AGENCY

The Health Services Agency (HSA) consists of primary care clinics including a seven (7) day per week urgent care operation, specialty clinics, a rehabilitation clinic, managed care and indigent health care and public health services provided for the residents of Stanislaus County. Public Health, a division of the Health Services Agency (HSA), operates the traditional programs of: Communicable Disease Control, clinical and case management services for Sexually Transmitted Disease (STD)/Human Immunodeficiency Virus (HIV)/Tuberculosis (TB)/Immunizations, Public Health Laboratory, Public Health Nursing in the community (Nurse Family Partnership), Childhood Lead Prevention Program, Teen Pregnancy Prevention Education, Cal-Learn/Adolescent Family Life Program (AFLP) California Children's Services and Medical Therapy Programs, Child Health & Disability Prevention (CHDP) Administration, Emergency Preparedness, WIC Nutrition Services, Tobacco Education and Health Promotion.

HSA holds strongly to its vision of "Healthy People in a Healthy Stanislaus" by developing its services with the community, in ways that support community need.

This recruitment is being conducted to fill vacancies at the Health Services Agency in the Public Health Division and to establish an eligible list to fill future full-time and part-time vacancies throughout Stanislaus County. While this is a continuous recruitment, we encourage you to apply immediately as this recruitment may close at any time.

ABOUT THE POSITION

This is a lead Public Health Nurse position responsible for planning, coordination, implementation, assistance with the administration and direction of staff in assigned Public Health programs. These programs provide population based services in clinical and/or community settings focused on illness and injury prevention and health promotion through education, case management, and direct care and community collaboration. Areas of practice may include but are not limited to maternal and child health, communicable disease, chronic illness and HIV/STD. This position is subject to overtime, standby and callback assignments, and performs related duties as assigned.

This recruitment is being conducted to establish an eligible list that will be used to fill current and future full-time vacancies throughout the course of the list. Eligible lists usually remain in effect for six to twelve months.



TYPICAL TASKS

Depending on program assignment the Public Health Nurse III may perform in one or more of the following activities or similar activities within Public Health Nursing practice that may occur in individual homes, the community, an office, a clinic or other locations applicable to the activity.

- Act as a resource for nursing problems and program-related issues, assigned to the Public Health program(s);
- Plan, develop and oversee one or more Public Health programs including but not limited to assuring contract compliance, completion of reports and participation in grant applications;
- Plan and oversee provision of direct client education on health maintenance, disease and injury prevention;
- Plan and coordinate Medical or comprehensive case management services to clients;
- Plan, develop and implement direct client services which may include Direct Observed Therapy (DOT), immunizations and health screening activities;
- Plan, coordinate and participate in community assessment and collaborative activities to improve services;
- Provide leadership for program planning and policy development;
- Coordinate the planning and implementation of individual and community based outreach activities;
- Participate in the preparation of budget development, oversight and reporting;
- Report on the work performance of those overseen;
- Prepare or assist in the preparation of annual staff evaluations under the direction of the Program Manager or other Public Health Management;
- Participate in the hiring process; and
- Provide leadership and participate in emergency/disaster preparedness and response.

SKILLS/ABILITIES

- Assess individuals and families including physical assessment, health status and history, social support system and environment;
- Identify Public Health related nursing diagnoses and identify appropriate outcomes;
- Develop service plans with individuals, families and members of interdisciplinary teams;
- Initiate and follow through with activities;
- Administer medications, oral and injectable;
- Maintain client and program related documentation;
- Learn to utilize various types of information systems used by the agency or program;
- Communicate information to individuals and groups;
- Understand and interpret laws and regulation applicable to performance of responsibilities;
- Establish and maintain cooperative working relationships;
- Provide professional leadership and direction of personnel in a specific program and/or clinic, necessary to maintain the efficient delivery of effective Public Health care services;
- Direct the care/service given to a group of patients that includes coordinating the activities of the nursing clinic and/or program staff;
- Train, direct, check, review, assign and organize the work of other personnel, which may include Public Health Nurses I and II, Staff Nurses I and II, Community Health Workers, Administrative Clerks, Health Educators, Public Health students, and/or volunteers;
- Employ critical thinking skills including analysis of data, problem solving and logical decision-making to address public health related issues;

- Analyze data, problem solve and make logical decisions; and
- Write and prepare statistical and narrative reports.

KNOWLEDGE

- Principles and practices of public health nursing;
- The Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy, Security and Breach Notification Rules;
- Basic principles of epidemiology;
- Pharmaceuticals, side effects, and possible complications of use;
- Health counseling methods;
- Standard nursing procedures;
- Interviewing techniques, and the methods used to gather data;
- Community resources likely to be needed by the client population served;
- First aid procedures;
- Prevention, detection, reporting and treatment of child abuse and neglect;
- Federal and State laws and regulations governing public health programs;
- Physiological, cultural, environmental, sociological and psychological differences and problems encountered in public health nursing;
- Disease investigation, control and prevention as related to chronic and communicable diseases and illnesses and injuries;
- Principles of program management and budgeting; and
- Principles of employee supervision, staff development and personnel policies.

EDUCATION/EXPERIENCE

Education:

- Bachelors of Science in Nursing; **AND**
- Current valid California license to practice as a Registered Nurse; **AND**
- Current valid California Public Health Nurse certificate; **AND**
- Current valid BLS/CPR provider certificate; **AND**
- Willingness to complete a certified child abuse detection course as required by the State of California.

Experience:

- Four (4) years' experience as a Nurse, of which two (2) years is in Public Health as a Nurse. (An advanced degree in nursing, or a public health related field may be substituted for one year of the required experience); **OR**
- Three (3) years' of increasingly responsible nursing experience in a public or private health care setting, with one (1) year as a case manager or public health nurse. (An advanced degree in nursing, or public health related field, may be substituted for one year of the required experience in case management or public health nursing.)

License:

- Applicants must possess and maintain a valid California Driver's License and remain free from repeated preventable accidents.

Proof of Education must be provided at the time of the Selection Interview. Applicants who are not able to submit proof of their education at the time of their Selection Interview will be unable to continue in the recruitment process.

GENERAL QUALIFICATIONS

- Pass County paid pre-employment drug screening and job related background investigation; **AND**
- Perform job duties in a manner assuring a safe working environment for oneself and others; **AND**
- Maintain confidential information according to legal standards and/or County regulations as required.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Classified Service of the County and is assigned to the California Nurses' Association (CNA) bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months. The probationary period does not apply to unclassified positions.

EQUAL EMPLOYMENT OPPORTUNITY

The County of Stanislaus is an Equal Opportunity Employer. All qualified applicants are encouraged to submit online application(s) for open position(s).

Stanislaus County is committed to establishing and maintaining effective working relationships with the general public, co-workers, supervisors, and members of diverse cultural and linguistic backgrounds regardless of race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, pregnancy related condition, marital status, gender/sex, sexual orientation, gender identity, gender expression, age (over 40), political affiliation or belief, or military or veteran status.

APPLICATION PROCEDURES/ FINAL FILING DATE

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a complete application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodation Request Form prior to the test administration date. Special arrangements for religious con-

victions should be included in the "Additional Information" section of the application form.

<http://www.stancounty.com/personnel/pdf/ADATestingForm.pdf>

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this bulletin to better meet the needs of County service. The provisions of this bulletin do not constitute an express of implied contract. Any provisions contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is informational, which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and any other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum and Understandings, and such information prevails over information contained in this bulletin. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/Human Resources.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under "Disability Management."

BENEFITS

For a complete summary of all benefits, please visit our Human Resources webpage at: <http://www.stancounty.com/personnel> and select "Employee Benefits" under "Related Links" on the right-hand side.