



FIRST STEP FAMILY SUPPORT CENTER

323 EAST 6TH STREET • PO Box 249, PORT ANGELES, WA 98362 • (360) 457-8355

Job Title: Registered Nurse
Work Location: Port Angeles, WA and surrounding area,
Program: Maternity Support Services (MSS)
Reports to: Program Manager
Position Type: Part-Time (fee for service), variable hours in office, home and/or community settings
Hours of Operation: Mon – Fri, 8:00 am – 5:00 pm, varied work hours based on client need
Salary: \$16.25 – \$22.75 / Service Unit (\$65.00 - \$91.00 / Hour)

Position Summary

First Step Family Support Services has been committed to promoting the healthy development of children and families on the North Olympic Peninsula by building family strengths since 1972. Maternity Support Services (MSS) are preventive health and education services for woman to have a healthy pregnancy and a healthy baby. This position is a key member of our MSS team that includes registered nurses, nutritionists, behavioral health specialists and community health workers. Women are eligible to receive MSS who are pregnant and receiving Apple Health and is offered in addition to medical and prenatal care. Services can begin any time during the pregnancy, delivery or postpartum period and our MSS team is committed to encouraging pregnant women to enter the program as early as possible during their pregnancy to improve birth outcomes. Services can include pregnancy and parenting information, Screening for possible pregnancy risk factors, brief solution-based counseling for identified risk factors and referral to other community resources.

Position Duties and Responsibilities

Maternity Support Services nursing is a practice discipline where the client is believed to be a bio-psychosocial, cultural, and spiritual being whose health and illness continuum are interactive with family and environmental conditions. MSS community health nursing should reflect a self-care orientation where the nurse supports the woman in accomplishing self-care and decision-making for the health and wellbeing of herself and infant during pregnancy and the post pregnancy period. Nursing services should be offered within an individualized, family centered, community based and culturally competent framework

Duties Include:

1. Assure that a client-entered, culturally sensitive, pregnancy risk screening is completed for MSS clients. A nursing assessment should focus on the risk factors identified in Core Services and could include questions exploring the following:
 - Health Perception/Health Management: i.e. breast feeding intentions, compliance with medical care, immunizations, environmental risks, health history
 - Nutritional/Metabolic: i.e. anemia , weight gain, gestational diabetes
 - Elimination: i.e. Urinary tract infection, frequent urination, constipation
 - Activity/exercise: i.e. exercise routine, activity intolerance, resources
 - Sleep/Rest: i.e. Adequate sleep and rest, sleep pattern disturbances
 - Cognitive/Perceptual: i.e. problem solving abilities, understanding changes during pregnancy/postpartum.
 - Self-perception: i.e. anxiety, fatigue, fear, loneliness
 - Role/Relationships: i.e. isolation, grieving, history of altered parenting, support system
 - Sexuality/Reproductive: i.e. safe sexual practices, dysfunction during pregnancy, family planning decisions
 - Coping/Stress tolerance: i.e. current/past sources of stress, coping skills
 - Values/Beliefs: Beliefs regarding health care, future goals, cultural practices related to parenting and health care.
 - Health education interventions: Provide health education interventions as a part of nursing visits in either the home or clinic setting.
2. Initiating, consulting and/or participating in development, implementation, and evaluation of client service plan depending on the primary needs of the woman and/or infant, and referring client to other team members as risk factors and plan indicate
3. Providing preventive health education. Topics should include but are not limited to:
 - Self-care during pregnancy and postpartum period including recognition of warning signs of complications or early labor
 - Care of acute or chronic illness
 - Pregnancy planning and family planning methods
 - Parenting and health care for the infant including accident prevention and SIDS risk reduction
 - Recognition of signs of stress and interventions to moderate stress
 - Symptoms of depression and appropriate resources to address them
4. Providing support, advocacy, referral, and linkage for health care needs of the mother and infant with primary medical care provider and community. (Case Management services)
5. Cooperate, coordinate, communicate and provide standardized care through the interdisciplinary team interventions to enhance Maternity Support Services capacity for client-centered, continuous and reliable care. Assign and monitor activity of CHW related to nursing issues and document.
6. Participating in quality assurance activities and system development within the MSS/ICM agency
7. Maintain clinical records that contain completed risk screening, health education messages and linkages, nursing assessments, documentation of any case-conferencing and interdisciplinary service care plans,

nursing interventions, follow-up care and outcomes of interventions. Application of legal mandates for reporting abuse/neglect must be documented.

8. Develop positive relationships with other provider organizations serving the population and provide leadership in promoting collaboration between community and state wide agencies.

Education and Work Experience Requirements

1. Registered Nurse in the State of Washington, renewed annually
2. Effective oral and written communication skills.
3. Assessment skills to perform health education in clinic, office, and home or community setting.
4. Counseling skills to recognize and support health behavior change.
5. Awareness and decision-making abilities for assessing risk to self from client or unfolding situation.
6. Knowledge of pregnancy, family planning, post-pregnancy issues, infant care, parental adjustments.
7. Ability to form and sustain effective relationships with clients, team members and community health and social service providers.
8. Understanding of maternal infant health nursing, community based health systems, and community's socio-economic system.
9. Ability to be flexible, manage time, resources, and client caseload.
10. Demonstrate respect and appreciation for diversity (culturally relevant, anti-bias, and multicultural).
11. Demonstrate a willingness/ability to work with the interdisciplinary MSS team to provide optimum care.

Physical Requirements

1. Ability to safely and successfully perform the essential job functions consistent with federal, state and local standards, including HIPPA compliance
2. Ability to maintain regular, punctual attendance
3. Must be able to lift and carry up to 20lbs and navigate stairs
4. Must be able to talk, listen and speak clearly on telephone
5. Successful applicant must have dependable vehicle, current driver's license and auto insurance
6. Must be able to pass a background check

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