



Position: Staff Nurse **Job Description**

CrossOver Healthcare Ministry operates two charitable health clinics in Richmond, Virginia. The clinics serve low-income patients who are uninsured or are enrolled in Medicaid. Overall, CrossOver provides comprehensive healthcare to over 6,000 residents of Central Virginia, offering care to children as well as adults. CrossOver provides primary care, specialty care, dental, vision, mental health, HIV care and OB care to qualified patients. CrossOver also operates a licensed pharmacy.

CrossOver Healthcare Ministry's Mission: We are called to provide healthcare, promote wellness, and connect community talents and resources with people in need in the name of Jesus Christ.

CrossOver Healthcare Ministry's Vision: A healthy, vibrant community where every person is restored by the compassionate, healing love of God.

Position/Title: Staff Nurse

Supervisor: Director of Nursing and Operations
Status: Full-Time, Exempt
Hours: Monday to Friday 8:15am to 5:00pm; some evenings may be required
Benefits: Health, Vision, Dental, Life, Disability, Vacation, 401K

Overall Responsibility:

The Staff Nurse provides public health nursing services to individual, families and population groups. Nursing actions are directed toward the goal of prevention, assessment, risk reduction, and health status improvement for individuals, families and communities. The Staff Nurse participates in health education and advocacy, coalition building and collaborates with community partners to promote the health of CrossOver's patients within the community.

The Staff Nurse oversees COVID-19 testing and assists with testing, develops a strategy for implementing administration of the COVID-19 vaccination when it is available, oversees flu vaccinations and pediatric/childhood and adult immunizations as well as flu clinics during the flu season. The Staff Nurse provides follow-up calls and patient health education related to COVID-19, influenza, and other viruses and helps with securing adequate personal protection equipment for staff and volunteers in the clinical setting. The Staff Nurse will also oversee the organization's employee health department and work with the Director of Nursing and Medical Director to resolve issues and concerns.

Key Responsibilities/Tasks:

- Provide care coordination, referral and follow-up to individuals and families who are members of a vulnerable population and/or high risk groups.
- Evaluate outcomes, effectiveness of plan and make changes as necessary.
- Provide education and counseling to individuals, families and community groups that are adapted to their unique needs, lifestyle, cultural and socio-economic status.

- Oversee childhood and adult immunizations and collaborate with the Virginia Department of Health regarding the Vaccine for Adult and Vaccine for Children Program.
- Oversee employee health and provide training related to OSHA and blood borne pathogens for new and current employees annually. Ensure that new and current employees are in compliance with their annual TB screening. Ensured that high-risk employees provide a copy of their Hepatitis B titer and vaccine record. Administer the hepatitis vaccine series if warranted with employee's approval.
- Administer the COVID-19 test and collaborate with the Medical Reserve Corp volunteer coordinator to help with securing volunteer for COVID-19 testing.
- Provide patient follow-up post testing; Educate patient regarding COVID-19 and prevention strategies.
- Collaborate with community partners to promote the health of the population served.
- Collaborate with the health department when the COVID-19 vaccine become available and help implement a strategic plan for administering the vaccine to CrossOver patients
- Communicate regularly and meet as needed with the Community Engagement Manager to evaluate volunteers, address any volunteer performance or attendance issues, and discuss volunteer recruitment needs.
- Collaborate with community partners to help secure person protection equipment for staff, volunteers and patients.
- Participate in data collection and qualitative improvement

Key Qualifications:

- Licensed Practical Nurse **or** Registered Nurse with significant experience in community health; administrative or supervisory experience highly desirable.
- Strong interest in promoting wellness to the underserved community.
- Knowledge of emergency preparedness- at work and in the community
- Demonstrates ability to work collaborative with multidisciplinary teams to improve patient outcomes.
- Knowledge of current epidemiology data analysis and surveillance methods used in the management of communicable diseases
- Demonstrates ability to maintain working relationship with diverse populations and cultures; ability to engage patients and families in plan of care.
- Strong critical thinking/problem solving skills, as well as, ability to prioritize multiple tasks with great attention to details and logistical management.
- Ability to communicate effectively, both orally and in writing.
- Ability to mentor and build rapport with members from the communities we serve.
- Willingness to work flexible hours, including weekends and evenings.

How to apply:

Please email resume with qualifications to jobs@crossoverministry.org. No phone calls. Please include "Application for Staff Nurse" in subject line.