

This sample job description is intended to serve as a guide for agencies implementing the Nurse-Family Partnership Program. It is designed to address the essentials of the nurse home visitor role as it relates to Nurse-Family Partnership, and may not include agency-specific responsibilities.

Purpose

The Nurse-Family Partnership (NFP) Nurse Home Visitor is responsible for providing comprehensive nursing services to women and their families eligible for the NFP Program. Nurse home visitors are responsible for maintaining the highest standards in clinical nursing practice and adherence to the NFP model, and to policies, procedures, guidelines and standards of NFP and of the lead agency. Nurse home visitors report to the NFP Nurse Supervisor.

Basic Job Functions

- Provides home visits to women and their families eligible for the NFP Program.
- Adheres to nursing process and the NFP model of home visitation.
- Carries a case load of up to 25 clients.

Administrative

- Supports policies, procedures, guidelines and standards of NFP and the lead agency.
- As requested/required, participates in community coalition in support of NFP.
- As requested/required, promotes public awareness of NFP.
- Develops and maintains community relationships to support client referrals.

Clinical

- Completes all required NFP education.
- Attends and participates in NCAST Feeding and Teaching Scales training.
- Develops therapeutic relationships, utilize concepts of reflection and motivational interviewing with women and their families in a home visiting environment.
- Performs home visiting in accordance with the NFP Model Elements and NFP Visit-to-Visit guidelines.
- Follows nursing process in implementing NFP into nursing practice
- Assesses physical, emotional, social and environmental needs of women and their families as they relate to the NFP domains.
- Assists women and their families in establishing goals and outcomes.
- Provides education, support and referral resources in assisting women and their families in attaining their targeted goals.

- Consults and collaborates with other professionals involved in providing services to women and families.
- Formulates nursing diagnosis based on nursing assessment and client goals.
- Evaluates client progress toward stated goals and NFP outcomes.
- Plans home visits in accordance with client goals and NFP outcomes.
- Actively engages in professional development to meet all NFP Nurse Home Visitor competency requirements.
- Meets with NFP Nurse Supervisor weekly for clinical supervision.
- Utilizes reflective practice in supervisory sessions.
- Schedules joint home visits with NFP Nurse Supervisor every four months.
- Attends and participate in bi-weekly case conferences.
- Attends and participate in bi-weekly team meetings.
- Provides information to support staff for timely and accurate data input to the NFP performance management system.
- Participates in review and analysis of reports for achievements and areas for improvement.
- Participates in quality improvement efforts.
- Maintains confidentiality.
- Documents appropriately.
- Performs related duties as assigned or required.

Team

- Understands, supports, and coaches others in the NFP vision, mission and model.
- Represents the NFP vision, mission and model in actions and verbally to both internal and external customers and colleagues.
- Assists in creating a positive work environment that promotes productivity, mentoring, teamwork and cooperation.
- Elicits and considers differing viewpoints when analyzing issues.
- Recognizes accomplishments of team members.

Communication

- Maintains clear, effective, open, honest communication with both internal and external customers and colleagues.
- Creates, maintains and supports a safe environment for open discussion.
- Maintains confidentiality.
- Seeks and responds appropriately to feedback.

Professional Development

- Accurately assesses own learning needs and develops strategies to meet them.
- Motivated to utilize computer for distance learning.
- Stays informed of current health care developments to provide safe, quality nurse home visiting services.
- Establishes and records progress toward annual goals.

Job Qualifications

- BSN required.
- Current RN license (in good standing) required.
- Current CPR required.
- Two years recent experience in maternal/child health, public health, home visiting or mental/behavioral nursing preferred.
- Home visiting experience preferred.
- Excellent written and verbal communication skills.
- Basic computer skills.
- Valid driver's license and insured automobile required.
- Must be able to work a flexible schedule including some evenings and weekends (per agency requirements).
- Able to travel by air to Denver, CO for all face-to-face education sessions.