Mission
Nurse-Family Partnership positively transforms the lives of vulnerable babies, mothers and families.

Vision
A future where all children are healthy, families thrive, communities prosper, and the cycle of poverty is broken.

Position Description
The primary purpose of the Nurse Implementation Specialist is to assess, create, implement, and evaluate clinical practices which affect implementation of prospective implementing agencies (IA’s). The Nurse Implementation Specialist will collaborate with all prospective implementing agencies and coordinate with other NSO departments as needed to optimize clinical practices pre-ART to ensure understanding of nursing practice. The Nurse Implementation Specialist will actively participate in all Agency Review Team (ART) sessions. In addition, the Nurse Implementation Specialist will provide oversight and monitoring of the implementation of Collaborative Success Plans (CSPs) and serve as project manager. This position may also provide direct consultation services to agencies or states as assigned.

This position reports directly to the Chief Nursing Officer and does not have supervisory responsibilities.

This position may be located outside of the Denver area.

Key job outcomes
1. Partner with prospective Implementing Agencies, funders, and/or other stakeholders to provide and enhance knowledge of clinical practices such as, but not limited to, the nurses’ scope of practice, nursing laws and regulations that affect implementation of, and alignment with, Nurse-Family Partnership 19 model elements which support program outcomes (program impact).

2. Provide oversight and monitoring of the implementation of Collaborative Success Plans (CSPs)

3. Project management of grants as assigned by the Chief Nursing Officer

4. Direct consultation to agencies or states as assigned

Essential Duties and Responsibilities
• Serve as the nursing clinical liaison between prospective Implementing Agencies and the NSO from pre-ART through Readiness to Implement designation
• Collaborate with NFP-NSO Business Development (BD), Finance, Information Services, Legal Compliance, Planning and Analytics and Nursing departments to assess, create, implement, and
evaluate nursing and clinical practices to support successful Nurse-Family Partnership implementation.

- Partner with BD Implementation Specialist to refine the process of supporting agency start-up prior to being deemed “ready to implement” by Agency Review Team.
- Review all of Implementation Plans prior to the scheduled Agency Review Team convenes to discuss the readiness to implement.
- Meet with prospects during the planning phase to review and discuss their written maternal/child health, mandatory, etc., policies and procedures.
- Support and provide resources to prospects during the planning phase in developing written maternal/child health, mandatory, etc., policies and procedures prior to ART submission
- Support and/or provide prospects with written job descriptions to optimize understanding of how wording in job descriptions promote or inhibit qualified applicants
- Support and enhance prospects knowledge of “Why BSN’s” in Nurse-Family Partnership
- Meet with and discuss type of employer such as civil service, union, etc., and impact on hiring BSN’s and support their development of a written plan to hire BSN prepared nurses
- Monitor Collaborative Success Plans (CSP), identify trends, suggest strategies based on trends, best practices and other current or future model innovations
- Provide direct nurse consultation support to a portfolio of implementing agencies as needed and approved by the Chief Nursing Officer
- Support transition from pre-ART through Readiness to Implement and from Nurse Implementation Specialist to the assigned NSO Lead Nurse Consultant
- Project Manager for grants assigned by the Chief Nursing Officer
- Other duties as assigned
- Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of the position.

Knowledge, Skills & Experience

- A bachelor’s degree in nursing required; master’s degree in nursing or a related area preferred.
- Current RN license in good standing.
- A minimum of three years of experience in Nurse-Family Partnership.
- A minimum of one-year (cumulative) experience teaching adult learners, public speaking, presentation, consultation and/or nursing education.
- A minimum of three years of experience in a managerial, administrative or supervisory position.
- Demonstrated understanding of the NFP model of nurse home visiting including characteristics of home visiting for low income pregnant and parenting women and young children.
NURSE IMPLEMENTATION SPECIALIST – NURSE CONSULTANT
NURSING
Nurse-Family Partnership
National Service Office
(Exempt)

- Demonstrated understanding of the underlying principles of the NFP model of nurse home visiting (e.g. Bowlby’s Attachment theory, Bronfenbrenner’s Ecology Theory, Bandura’s Self-Efficacy Theory, reflection in practice and motivational interviewing).
- Demonstrated ability to interpret and use data to inform decisions and evaluate program performance and ability to clearly communicate the meaning of data to a broad range of audiences.
- Quality Improvement experience preferred
- Professional knowledge of nursing practice and nursing processes (Nurse Practice Act)
- Ability to locate and obtain resources to promote professional development and clinical excellence within and outside of NFP.
- Communicate effectively in verbal, non-verbal and written formats; this includes aligning information, promoting understanding, conflict resolution, negotiation, effective listening and public speaking.
- Ability to establish goals, set priorities and collaborate with others.
- Cultural sensitivity and awareness across all core functions and decision-making processes and values a climate of healthy diversity respecting diverse ideas and individuals.
- Ability to interact effectively with people across all levels of an organization.
- Knowledge and value of client-centered, solution-focused and strength-based care.
- Project Management experience preferred

Core Organizational Values

- Be tenacious caregivers by bringing passion and excellence to our nursing practice and professional services
- Actively listen to and persistently serve our families and our implementation network
- Provide leadership in the field of evidence-based and home visitation programs
- Seek and find solutions Innovate and stay relevant
- Translate and enhance the science of pregnancy, brain and early childhood development to serve vulnerable babies and families
- Respect and honor differences in race, ethnicity, religion, sex, national origin, disability, age, sexual orientation, gender identity and veteran status
- Be respectful, collaborative and tenacious in all of our interactions with each other and on behalf of our families and implementation network
- Do more with less

To learn more about the program and the national office, please visit [www.nursefamilypartnership.org](http://www.nursefamilypartnership.org).

Interested applicants should submit a cover letter and resume on the Nurse-Family Partnership Careers Page: [www.nursefamilypartnership.org/about/careers](http://www.nursefamilypartnership.org/about/careers)
EOE F/M/D/V

Equal Employment Opportunity / Affirmative Action Statement
Nurse-Family Partnership is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex, color, religion, national origin, sexual orientation, disability, genetic information, military or veteran status, or any other applicable status protected by state or local law. This prohibition includes unlawful harassment based on any of these protected classes. Unlawful harassment includes verbal or physical conduct, which has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive work environment. This policy applies to all employees, including managers, supervisors, co-workers and non-employees such as customers, clients, vendors and consultants. This policy extends to all terms, conditions and privileges of employment as well as the use of all company facilities, participation in all company-sponsored activities, and all employment actions such as promotions, compensation, benefits and termination of employment.

Nurse-Family Partnership shall take affirmative action to ensure applicants and employees are treated without regard to race, religion, color, age, marital status, disability, sex or national origin in all employment actions including, but not limited to recruiting and selection; promotions; demotions and transfers; rates of pay and other forms of compensation; selection for company sponsored training; and layoffs or other terminations of employment.

NFP will make reasonable accommodations for qualified individuals with known disabilities and employees whose work requirements interfere with a religious belief unless doing so would result in an undue hardship to NFP or cause direct threat to health or safety.