NURSE CONSULTANT

Nursing
Nurse-Family Partnership
National Service Office
(Exempt)

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 Consultant is to assist, support and mentor NFP Supervisors, Administrators and State Nurse Consultants in the NFP model of home visiting to assure quality and efficient implementation of the intervention. Additionally, Nurse Consultants may be called upon to teach topics related to the NFP Model.

This position will be assigned to work with specific implementing agencies (IAs), states or state-based structure and will be responsible for supporting the implementing agencies in designated area. The position will work from a home office and can expect to travel at least one week per month.

Essential Duties and Responsibilities

- Partner with NFP nurse supervisors, administrators, nurse home visitors and state nurse consultants via in-person, teleconference, or videoconference on a regular, scheduled basis and as needed to discuss clinical implementation, operational and quality implementation of the model.
- Support NFP supervisors, nurse home visitors, administrators, and state nurse consultants in successfully implementing the NFP model with fidelity. Support NFP supervisors, nurse home visitors, administrators and state nurse consultants in implementing operational efficiencies to increase growth and retention of clients.
- Assist and collaborate with other NFP –NSO teams to support sustainability through understanding and interpreting the NFP position in federal, state and local government, including Medicaid, for-profit and not-for-profit organizations and other funding streams.
- Guide NFP supervisors, nurse home visitors, administrators and state nurse consultants in interpreting and integrating the underlying theories, principles and elements of NFP into nursing practice.
- Assist NFP supervisors, nurse home visitors, administrators and state nurse consultants in interpreting and integrating nursing interventions such as NFP Visit-to-Visit Guidelines, health assessments and developmental screening into nursing practice.
- Continuously assess NFP nurses’ competency attainment and professional development needs through consultation with NFP supervisors; support supervisor or state nurse consultant to identify and obtain resources to plan and implement relevant activities to assist in meeting identified needs.
- Support NFP supervisors and state nurse consultants in creating a local NFP community of practice and support coordination of communication, sharing of successful practices and mutual problem solving among nurses at local NFP implementing agencies.
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- Monitor local and national quantitative and quality data and reports to assess strengths, challenges and opportunities in program performance and support and assist NFP supervisors, state nurse consultants and administrators in developing annual plans to assure quality and fidelity to the NFP model and excellence in nursing practice.
- Support NFP supervisors, administrators and state nurse consultants in building and maintaining community partnerships and other networks of support.
- Assist in planning, developing and delivering the NFP educational curriculum and innovations.
- Participate in the evaluation and continuous improvement of the NFP curriculum.
- Exhibit sensitivity, openness, and a spirit of inquiry into other world views and cultural orientations; support department and organizational strategies, policies, practices and processes which foster an inclusive environment and build cultural awareness.
- Other duties as assigned.

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 one year NFP or other home visiting experience providing nurse home visitation to pregnant women or families with young children.
- 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 one of the following areas of nursing: community health, home visiting, family / maternal-child health, pediatrics or mental health.
- 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.
- 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.
- 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.
- Ability to travel a minimum of 30% of the time.
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Supervisory Responsibilities

This position reports to the Regional Nurse Consultant Manager and does not have any direct reports.

To learn more about the program and the national office, please visit www.nursefamilypartnership.org.

Interested applicants should submit a cover letter and resume on the Nurse-Family Partnership Careers Page: 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.