



Emergence Health Network

El Paso Center for Mental Health/Intellectual Disabilities

Registered Nurse Supervisor

Job Code: RNSUP - 124

Revision Date: September 23, 2022

Salary Range:

\$35.06 - \$56.06 Hourly

\$2,804.69 - \$4,484.73 Biweekly

\$72,922.00 - \$116,603.00 Annually

FLSA: Exempt

Overview

We are an agency committed to innovative behavioral health services in trauma-informed care that promote healing and recovery to instill a sense of empowerment and foster a lifelong sense of resilience.

General Description

The purpose of this job is to coordinate and monitor the total nursing care of Emergence Health Network consumers by identifying health needs, recommending necessary follow up, educating consumer and families and providing leadership through working cooperatively in complex situations with other team personnel while maintaining standards of nursing care/practice in the clinical setting. Implement and create center wide medical policies and procedures which pertain to the nursing department, assumes an advisory role for effective management of all assigned units, demonstrates leadership by assuming responsibility and accountability for actions, demonstrates a commitment to professional nursing practice, adheres to the nursing code of ethics, exhibits self-direction, continued learning, and participates in research activities when possible.

This class works under general supervision, independently developing work methods and sequences.

Duties and Responsibilities

The functions listed below are those that represent the majority of the time spent working in this position. Management may assign additional functions related to the type of work of the position as necessary.

- Supervises, directs, and evaluates assigned staff, processing employee concerns and problems, directing work, counseling, disciplining, and completing employee performance appraisals.
- Coordinates, assigns and reviews work and establishes work schedules; maintains standards; monitors status of work in progress; inspects completed work assignments; answers questions; gives advice and direction as needed.
- Ensures compliance with contractual performance requirements for Texas Health Human Services Commission (HHSC) programs such as HCS, TXHmL, ICF/IID Day Habilitation or other similar programs or agencies.

- Ensures unlicensed assistive personnel (UAP) are provided appropriate supervision, oversight, direction and guidance according to the Texas Board of Nursing (TBON) Nurse Practice Act (NPA).
- Ensures unit complies with and enforces all rules and standards established by the Texas Board of Nurse Examiners.
- Ensures compliance, regulatory standards and quality of all documentation in accordance to TAC and performance contract.
- Maintains nursing guidelines by writing and updating policies and procedures.
- Maintains nursing operations by initiating, coordinating, and enforcing program, operational, and personnel policies and procedures.
- Performs other duties as assigned.
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Minimum Education and Experience Requirements

Requires a Bachelor's degree in Nursing and a license to practice as a registered nurse in the state of Texas by the Board of Nurse Examiners or equivalent from a Nurse Licensure Compact (NLC) supplemented by four (4) years of clinical practice in a Mental Health specialty and two (2) years of supervisory experience; or possession of any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities.

Experience with trauma-informed services; cognitive behavioral therapies, including DBT; and motivational therapies including the use of incentives, preferred.

Required Knowledge and Abilities

Knowledge of trauma-informed theories, principals, and practices (includes multi-faceted understanding of concepts such as community trauma, intergenerational and historical trauma, parallel processes, and universal precautions), preferred.

Physical Demands

Performs light to medium work that involves walking or standing virtually all of the time and also involves exerting between 20 and 50 pounds of force on a regular and recurring basis or skill, adeptness and speed in the use of the fingers, hands or limbs on repetitive operation of mechanical or electronic office or shop machines or tools within moderate tolerances or limits of accuracy.

Unavoidable Hazards (Work Environment)

- Involves routine and frequent exposure to:
 - Radiation; Disease/pathogens.
 - Other extreme hazards not listed above.

Special Certifications and Licenses

- Requires an unrestricted license to practice as a Registered Nurse in the state of Texas by the Board of Nurse Examiners or equivalent from a Nurse Licensure Compact (NLC).
- Must be able to be credentialed as a Qualified Mental Health Practitioner Community Service (QMHP-CS) within the timeframe designated by EHN.
- Must possess and maintain a valid state Driver's License with an acceptable driving record
- Must be able to pass a TB, criminal background and drug screen.

Americans with Disabilities Act Compliance (ADA)

Emergence Health Network is an Equal Opportunity Employer. ADA requires Emergence Health Network to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

Other Job Characteristics

- Staffing requirements, including criteria that staff have diverse disciplinary backgrounds, have necessary State required license and accreditation, and are culturally and linguistically trained to serve the needs of the clinic's patient population.
- Credentialed, certified, and licensed professionals with adequate training in person-centered, family centered, trauma informed, culturally competent and recovery-oriented care.

To apply, visit: <https://emergencehealthnetwork.e3applicants.com/careers>

Note: This Class Description does not constitute an employment agreement between the Emergence Health Network and an employee and is subject to change by the Emergence Health Network as its needs change.