**Licensed Practical Nurse II Job Description**

The Department of Mental Health's (DMH) Recovery from Addiction Program (RAP) is seeking dedicated and compassionate Licensed Practical Nurses (LPN II) who desires a rewarding career making a difference in the lives of individuals. Our ideal candidate will work with and assist other professional staff in providing day-to-day direct care to individuals with drug and alcohol substance issues including assessing client’s condition, administering medication, monitor detoxification and provide direct nursing care and education, in regard to health and wellness.  The selected candidate will possess strong therapeutic interpersonal skills to encourage and motivate individuals in their recovery to work towards treatment goals.

*We are eager to announce the expansion of RAP over the next 2-3 months with the anticipation of onboarding approximately 100+ clinical, non-clinical, facility and other program related staff beginning March/April 2021 with continued hiring through June/July 2021. Your understanding is greatly appreciated as we review all applications and begin stages of interviews.*

**Please Note**: Work Schedule 40 hours per week, 2nd shift (2:45 pm to 11:15pm)   The days off are either Sunday/Monday or Thursday/Friday.

**Duties and Responsibilities (these are a general summary and not all inclusive):**

* Oversees the maintenance of a safe, secure and therapeutic unit environment by coordinating staff assignments with the charge nurse on a daily basis.
* Demonstrates the ability to perform nursing tasks by participating in, but not limited to, admissions, discharges, safety checks, fire drills, milieu nursing, supervision of visits, collection of specimen, recording vital sign data, and client escorts.
* Ensures timely administration of medication by transcribing orders, ordering medications, stocking medication room, distributing medications and recording same on medication sheets according to RAP protocols.
* Utilizes Patient Centered Care and Trauma Informed Care practices.
* Participates in therapeutic interaction with clients on a continuing basis to aid in assessments and ensure safety of clients and staff.
* Demonstrates knowledge of techniques related to the use of restraint and seclusion; including restraint and seclusion reduction principles comprising skills related to prevention, de-escalation, and debriefing.
* Assist clients in daily health and hygiene by supervising and assisting as needed with nutrition, bathing, dressing, physical exercise and/or other activities as determined in the client’s treatment plan.

**Special Requirements:**

Minimum of one year, experience working with clients who have primary substance use disorders which includes knowledge of detoxification protocols including but not limited to the CIWA (Clinical Institute Withdrawal Assessment for Alcohol) and COWS (Clinical Opiate Withdrawal Scale) and working with clients in acute detox and in maintenance for substance use disorders and experience with the medications required for both acute detox and maintenance is strongly preferred.

**Required Qualifications:**

* Demonstrative knowledge of nursing practices and procedures relative to geriatrics, substance use addiction services/medicine.
* Demonstrative knowledge of the custodial care problems (personal hygiene, feeding, grooming, and dressing) of special client groups such as the blind, the hearing impaired and the handicap.
* Familiarity with substance use, treatment modalities and detoxification protocols.
* Knowledge of chemically addicted, dual diagnosed (substance abuse/mental health) or psychiatrically ill clients with co-morbidity.

**About the Recovery from Addictions Program (RAP):**

The Department of Mental Health (DMH) in collaboration with the Department of Public Health (DPH) Bureau of Substance Addiction Services operates a statewide Recovery from Addictions Program (RAP) for individuals civilly committed by the courts for substance use treatment for up to 90 days (“Section 35 commitment”).

The program model will provide acute detoxification and early clinical stabilization services as we help clients develop community-based linkages to outpatient supports and substance use disorder treatment providers. The individuals treated within this program will be linked upon discharge to a range of services within the DPH continuum of care for substance use conditions. RAP provides administrative, medical, clinical, and non-clinical services. Its mission to provide quality client-centered care and recovery, oriented treatment.

**DMH Mission Statement:**

The Department of Mental Health assures and provides access to services and supports to meet the mental health needs of individuals of all ages, enabling them to live, work and participate in their communities. The Department establishes standards to ensure effective and culturally competent care to promote recovery. The Department sets policy, promotes self-determination, protects human rights and supports mental health training and research.

**Total Compensation:**

As an employee of the Commonwealth of Massachusetts you are offered a great career opportunity influencing a wide-spectrum of services to the diverse populations we serve - but it's more than a paycheck. The State's total compensation package features an outstanding set of employee benefits which you should consider towards your overall compensation, including:

* 75% state paid medical insurance premium
* Reasonable Dental and Vision Plans
* Flexible Spending Account and Dependent Care Assistance programs
* Low cost basic and optional life insurance
* Retirement Savings: State Employees' Pension and a Deferred Compensation 457(b) plan
* 11 paid holidays per year and competitive Sick, Vacation and Personal Time
* Tuition benefit for employee and spouse at state colleges and universities
* Short-Term Disability and Extended Illness program participation options
* Incentive-based Wellness Programs
* Professional Development and Continuing Education opportunities
* Qualified Employer for Public Service Student Loan Forgiveness Program

**Pre-Offer Process:**

A criminal background check will be completed on the recommended candidate as required by the regulations set forth by the Executive Office of Health and Human Services prior to the candidate being hired. For more information, please visit <http://www.mass.gov/hhs/cori>

* Education, licensure and certifications will be verified in accordance with the Human Resources Division’s Hiring Guidelines.

Education and license/certification information provided by the selected candidate(s) is subject to the Massachusetts Public Records Law and may be published on the Commonwealth’s website.

Please contact the Human Resource Department with any questions at (508) 977-3120.

**Qualifications - External**

**First consideration will be given to those applicants that apply within the first 14 days**

MINIMUM ENTRANCE REQUIREMENTS

Applicants must have at least one year of paraprofessional experience in the field of nursing as a licensed practical nurse.

SPECIAL REQUIREMENTS: Possession of a current and valid license as a practical nurse under the Massachusetts Board of Registration in Nursing.

**An Equal Opportunity/Affirmative Action Employer.  Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.**