**Registered Nurse II Job Description**

The Department of Mental Health (DMH) is seeking a dedicated and compassionate Registered Nurse who desires a rewarding career making a difference in the lives of individuals. Our ideal candidate for this position 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.

**Candidates Please Note**:This is an open and continuous posting for full time positions (40 hours/wk) on multiple shifts with alternating weekends off.

*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.*

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

* Identifies and addresses client needs by conducting nursing assessments, developing nursing interventions and providing nursing care by following professional standards and in accordance with program policies and procedures.
* Assesses, evaluates and responds to changes in client conditions, documenting and reporting such changes to appropriate person to assure prompt response to client needs.
* Monitors and provides emergency medical care and daily medical treatments to medically compromised clients.
* Provides medical monitoring of detoxification and utilizes protocols as ordered by physician.
* 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.
* Conducts and/or participates in clients’ admissions, discharges, transfers, and orientation to the unit as necessary and in accordance with program protocols.
* Communicates with physicians, transcribes orders, maintain controlled medication counts and document to maintain accurate client records.
* Assures controlled substance count and syringe count as required by standards and ensures accurate records are kept in accordance with identified protocols.
* Assists in monitoring inventory, ordering of medications, and equipment needed for daily operation of the unit in collaboration with the pharmacy.
* Functions as the medication nurse as assigned.

**Required Qualifications:**

* Knowledge of the Section 35 process and procedures.
* Awareness of HIPAA Regulations and Federal Regulations 42 CFR Part 2 and Part 8.
* Familiarity in formulating and revising individual treatment plans in collaboration with multidisciplinary treatment teams.
* Demonstrated knowledge of chemically addicted, dual diagnosed (substance abuse/mental health) or psychiatrically ill clients with co-morbidity, and detoxification protocols.
* Understanding of harm reduction and medication processes (and other assisted therapies).
* Experience Knowledge in the care and treatment and natural course of substance use disorders.

**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 and COWS 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.

**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-Hire 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.

For any questions, please contact Human Resources at (508) 977-3120.

**Qualifications - External**

MINIMUM ENTRANCE REQUIREMENTS:

Applicants must have at least (A) one year of full-time, or equivalent part-time, experience as a registered nurse in a recognized hospital, clinic or medical facility, or (B) any equivalent combination of the required experience and the substitutions below.

Substitutions:

I. A Graduate degree with a major in Nursing may be substituted for the required experience .\*

\*Education toward such a degree will be prorated on the basis of the proportion of the requirements actually completed.

SPECIAL REQUIREMENTS FOR ALL LEVELS IN SERIES: Current and valid registration as a professional nurse under the Massachusetts Board of Registration in Nursing.

\*Recent graduates from an approved school of nursing must have applied for the first available registered nurse examination.

Based on assignment, possession of a current and valid Massachusetts Motor Vehicle Operator's license may be required.

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