

Staff Nurse

Mission Statement for Rainbow Acres

Rainbow Acres, a residential Christian community with heart, empowers persons with developmental disabilities to live to his/her fullest potential with dignity and purpose.

Job Title: Staff Nurse

Department: Health & Wellness

Reports to: Clinical Manager

Status: Non-Exempt

Date: November 2025

Summary: The Staff Nurse plays a critical role in the enhancement of each Resident Rancher's life. The role is responsible for promoting the health, wellness, and overall quality of life for Ranchers by implementing individualized service plans and supporting Caregivers in their duties. This position focuses on empowering Ranchers to reach their highest potential through skill development, monitoring care standards, and ensuring compliance with regulatory requirements.

Minimum Professional Requirements:

- Arizona LPN or RN License required.
- Minimum of one-year experience with special needs populations is desirable but not required.
- Ability to meet all clearance requirements including but not limited to obtaining and maintaining a level one fingerprint clearance card, background check, drug screen, pre-employment physical, reference check, and vaccination requirements
- Excellent communication and interpersonal skills with the ability to build rapport with residents, families & guardians, medical providers, and employees
- Evidence of strong Christian commitment is desirable and aligns with the values of Rainbow Acres.
- Demonstrate strong ethical standards and moral character, along with sensitivity to the needs of our Ranchers.
- This is a safety sensitive position.

Professional Responsibilities

- Support the health and wellness status of each Rancher by following individual service plans to enhance the health and quality of life of each Rancher.
- Empower Ranchers to achieve their highest potential by supporting the Caregivers in their role. This may be done in many ways including, but not limited to:
 - Develop and reinforce good daily hygiene
 - Develop and reinforce good daily living skills including laundry, house cleaning, nutrition, food preparation, and menu planning
 - Develop and reinforce personal awareness skill
 - Develop and reinforce skills that ensure personal safety
- Develop and reinforce good communication skills:
 - Develop and reinforce honesty, trust, and responsibility in relationships, reinforce "living by the Golden Rule"
 - Encourage and reinforce a Resident's ability to draw on "spiritual resources" to overcome the barriers they confront
 - Encourage daily participation in physical exercise, athletic training, and social activities
 - Assist in monitoring the cleanliness, safety, and general environment in each home

- Monitor the Caregiver's care of the Ranchers as follows:
 - Administration of medications as prescribed; be attentive to potential side effects and report as needed
 - Maintenance of accurate Resident Medication and Treatment Administration Records
 - Medical and Dental Appointments
 - Reviews of basic emergency responses; medical and fire, including exit routes from the house and when and how to dial 911
 - Reports of any and all accidents and/or injuries on EMAR
 - Changes in Residents' physical, mental, or behavioral health issues.
- Monitor Caregiver's compliance with Department of Health Services certification, OSHA, continuing education, CPR Training, First Aid certification, and other regulatory requirements
- Support in-service training process that enhances the quality of care for the Residents.
- Maintain good communication with family members, parents, and guardians regarding Rancher Health and Wellness, especially in critical medical incidents.
- Protect Resident Rights and confidentiality.
- Use ECP to report Unusual Occurrences, positive and negative, as well as falls.
- Check in meds from the pharmacy.
- Be the liaison for all providers and assist with on-ranch appointments as needed.
- Be the liaison for all pharmacy providers.
- Transcribe and facilitate new orders.
- Enter health and appointment data on appropriate records.
- Triage Residents' medical conditions as needed.
- Provide direct care and treatments as needed to support Resident care.
- Be prepared to do any needed office work including, but not limited to, answering the phone, using the fax machine, making appointments, using computers, filing, and sorting records.
- Other Duties as requested by the Director of Health & Wellness.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job the employee is frequently required to stand, walk, use upper extremities, hands, and fingers to handle or feel, reach with hands and arms, balance, stoop, kneel, crouch, or crawl, talk, and hear. The employee is also required to sit and work at computer stations the time of which may vary. The employee must be able to lift and/or move up to 60 pounds. The employee must be able to assist a resident of 200 pounds or more in moving from a sitting position to a standing position in a variety of situations. Other physical demands may occur in different situations. Must be able to navigate the Ranch moving from smooth surfaces to rough or rocky terrain.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. The working environment is generally favorable. Lighting and temperature are adequate, and there are no hazardous or unpleasant conditions caused by noise, dust, etc. Work is generally performed within an office environment, with standard office equipment available.