



# Confederated Tribes of the Colville Reservation

Human Resources Office    P.O. Box 150    Nespelem, WA 99155  
(800) 506-9434    (509) 634-2842    Fax (509) 634-2864    [www.colvilletribes.com](http://www.colvilletribes.com)

**POSITION:** Community/Public Health Nurse

**SALARY:** \$27.06-\$37.47

**REPORTS TO:** HHS Deputy Director

**LOCATION:** Nespelem or Omak, Washington

**BASIC FUNCTIONS:** This is an Exempt position. This position covers a range of nursing services from assessment through counseling, teaching and follow-up. The work involves helping to determine the health education and nursing services needed in a community and assisting the community in planning, developing and evaluating their local health system.

## MINIMUM QUALIFICATIONS:

### Education and Training:

- Requires a Master's Degree from an accredited school of nursing, community health field, OR Graduated from an accredited school of nursing with a BSN degree OR have graduated from an accredited school of nursing with Registered Nurse degree.
- Requires a current Washington State License as Registered Nurse. .

### Knowledge, Skills, and Abilities:

- Requires knowledge of comprehensive health program and the full range of professional community health nursing principles, practice and procedure in providing service in clinic, home, and community environment.
- Requires knowledge of administrative and management concepts in order to develop, plan, conduct, and assist in the evaluation of a community health nursing program.
- Requires knowledge and skills in making physical and psychological assessments of communities, families, and individuals recognizing the range of "normal" and the manifestations of common abnormalities.
- Requires the skill to assist as requested by CHR's in the development of these skills.
- Requires knowledge of the norms and outcome of the ethnic group within the area with ability to generate an appreciation of cultural differences.
- Requires knowledge of drug and biological and the desired effect in the treatment of disease, as well as undesirable side-effects.
- Requires knowledge and ability to provide counseling in preventive care to health individuals by guidance in nutrition, common illnesses, child growth and development patterns and mental health.
- Requires knowledge of current research methods in order to conduct epidemiological surveys, field investigations, and research studies.
- Requires knowledge of availability and use local, State, and Federal resources.
- Requires skill in development of a resources manual of providers for the use of medical and contract health services staff as well as the purpose of referrals.
- Requires knowledge of the quality assurance and evaluations process.
- Requires knowledge of the Health Services (Tribal/Federal/State) available to the Colville Reservation Members. Requires knowledge of the Indian Self-determination "638" contracting process with Indian Tribes.
- Requires good written and interpersonal communication skills.
- Requires the ability to develop, implement and evaluate preventive health education program.
- Requires the ability to define needs of the community, develop activities designed to address identified needs and development criteria for evaluating progress towards meeting objectives.
- Requires the ability to maintain STRICT CONFIDENTIALITY.
- Requires the ability to drive in adverse weather conditions.
- Requires the ability to teach, facilitate learning and transform health programs.
- Requires the ability to model, promote and maintain professionalism.
- Requires the ability to work effectively with a variety of people and circumstances.
- Requires the ability to use a computer and office equipment.

**Special Conditions:**

- This position is identified as a safety sensitive position and is subject to pre-employment, post-accident, and reasonable suspicion drug testing.
- Must have no history of substance abuse that impair mental and physical performance for past three (3) years as and must refrain from the use of substance abuse during term of employment.
- Must have never been convicted of domestic violence and be free of misdemeanor convictions for the last twelve (12) months from the time of application.
- Must submit to and successfully clear an extensive criminal background inquiry ([Tribal, State, financial, and fingerprints] and never been convicted of a felony or misdemeanor involving moral turpitude and no violations of law involving children, elderly or disabled and not currently under investigation for any criminal offense) and must maintain clearance throughout employment.

**NOTE: This is a safety sensitive position. Pursuant to Tribal Policy, this position is subject to pre-employment, post-accident, and reasonable suspicion drug testing.**

**TRIBAL MEMBER AND INDIAN PREFERENCE WILL APPLY; PREFERENCE WILL ALSO BE GIVEN TO HONORABLY DISCHARGED VETERANS WHO ARE MINIMALLY QUALIFIED WITHIN EACH INDIAN PREFERENCE CODE.**

**NEW:** Effective May 12, 2014: All notifications from the Human Resources will be sent by E-mail, Please make sure Your e-mail address is entered on your application.

**CLOSING DATE:** Applications and supporting documents **MUST** be received in the Human Resources Office by, **Friday, March 1, 2019.**

**INFORMATION:** Confederated Tribes of the Colville Reservation  
Human Resources Office  
P. O. Box 150  
Nespelem, WA 99155  
(509) 634-2181  
[judy.zunie@colvilletribes.com](mailto:judy.zunie@colvilletribes.com)

**Must possess and maintain a valid Washington State driver's license and be eligible for the Tribes' Vehicle Insurance. In addition, this position may be subject to pre-employment background clearances. If applicable, these clearances must be maintained throughout employment.**

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