

GUAM MEMORIAL HOSPITAL AUTHORITY JOB ANNOUNCEMENT

TO ESTABLISH A LIST FOR THE POSITION

HOSPITAL STAFF NURSE III – CLINICAL LEVEL II

AREA OF CONSIDERATION – DEPARTMENTAL

OPEN: October 07, 2022

CLOSING DATE: CONTINUOUS

ANN. NO.: 23-10

SALARY-

OPEN: N-N-01 \$55,329.00 to N-N-10 \$75,955.00 per annum

PROMOTION: N-N-01 \$55,329.00 to N-N-18 \$97,517.00 per annum

MINIMUM EXPERIENCE AND TRAINING:

- a) Five years of experience in professional hospital nursing work and graduation from a recognized college or university with a Bachelor's Degree in nursing; or
- b) Four years of experience in professional hospital nursing work and graduation from a recognized college or university with a Master's Degree in nursing; or
- c) Any equivalent combination of experience and training beyond the Master's degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current license as a Registered Nurse in Guam.

Possession of a current Basic Life Support and Advance Care Life Support certification and other certification in emergency care pertinent to area of practice.

NATURE OF WORK:

This is the third tier into professional nursing practice and is entry into expert class of nursing experience for a Bachelor of Science in Nursing (BSN) prepared professional registered nurse (RN) whose duties and responsibilities are to perform advanced nursing care while working with the most complex and unstable patients who require advanced nursing skills and judgement while performing independently, serving as a patient advocate, and projecting a positive image for the institution and nursing profession.

Professional hospital nursing experience especially in specialty units such as ER, OR, ICU, NICU, PICU, Hemodialysis, PCU, and L&D.

MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS:

- Considerable knowledge of the principles, practices, and procedures of professional nursing in other units and how it may interact with the unit of assignment.
- Exhaustive knowledge of the methods of prevention and control of communicable and infectious diseases.
- Ability to develop and implement a comprehensive nursing care plan based on a systematic assessment of individual and family needs.
- Ability to supervise the application of nursing techniques to routine and complex patient/ client care situations.
- Ability to make work decisions in accordance with professional standards, rules, and regulations and to apply established policies and procedures to work problems.
- Ability to serve as a patient advocate.
- Ability to manage the activities of a nursing unit as assigned.
- Ability to administer detailed therapeutic prescriptions.
- Ability to interpret and explain the purposes and methods of prescribed treatments and necessity for continuing such treatments.
- Ability to understand and follow oral and written instructions.
- Ability to maintain a compassionate culturally sensitive attitude towards an effective relationship with patients or clients and their families.
- Ability to maintain records and prepare reports.
- Ability to serve as a patient educator.
- Demonstrates effective communication skills, problem solving, and critical thinking expertise.
- Application of principles, and procedures of professional nursing.
- Application of methods of prevention and infection control.
- Skills in management and leading others as well as delegate tasks to appropriate staff.
- Delegation of tasks as expert nurse and as a charge nurse in the unit to appropriate junior staff.

EXAMINATION REQUIREMENTS: A written test may be required. When a written test is not required, applicants will be rated on a scale between 70.00 and 100 percent on the basis of their training, education and experience in relation to the minimum requirements of the positions. **Individuals with disabilities who require special accommodations should contact this office prior to any scheduled examination.**

EDUCATION REQUIREMENT: Applicants claiming education accomplishment, such as, degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, effective September 30, 2008, all new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job.

CMS OMNIBUS COVID-19 HEALTHCARE STAFF VACCINATION REQUIREMENT:

Pursuant to CMS regulation, all eligible staff, both current and new, working at either the acute hospital or the Skilled Nursing Facility, are required to be fully vaccinated against COVID-19. The CMS mandate applies to all eligible staff working at almost all CMS-certified facilities that participate in the Medicare and Medicaid programs. This includes facility employees, licensed practitioners, students, trainees, vendors, contractors and volunteers. Additionally, this includes individuals who provide care, treatment, or other services for the facility and/or its patients under contract or other arrangements, even at a third party location. (Updated as of Jan. 2022)

DRUG SCREENING AND PRE-EMPLOYMENT PHYSICAL MEDICAL EXAMINATION:

All applicants tentatively selected for this position are required to submit to a urine test to screen for illegal use of drugs prior to appointment. All applicants accepting employment with Guam Memorial Hospital Authority must take and pass a pre-entry Physical examination and COVID screening and show proof of COVID vaccination.

PRIMARY SOURCE VERIFICATION: Applicants applying for positions in the Nursing and/or Allied Health Professional positions requiring licensure pursuant to Public Law 24-329 or National Credentialing Institution must obtain a verification of licensure upon notification of selection as a condition of employment. All cost incurred for licensure/ certification verification is at the applicant's expense.

VETERANS' PREFERENCE: Applications claiming veteran's preference are required to provide a copy of their DD-214 (Military discharge member 4 form). Those claiming Compensable Disability are required to provide verification from the Veteran's Administration.

DISABILITY PREFERENCE: Applicants wishing to claim Disability Preference should submit a Government of Guam Disability Certification form, certified by the Director of Public Health & Social Services.

POLICE AND COURT CLEARANCE: Pursuant to Executive Order No. 2005-34 and Public Law No. 28-24, all applicants accepting employment with Guam Memorial Hospital Authority must submit a police and Superior Court of Guam clearance of no more than 3 months old from the date of notification of selection as a condition of employment. The cost of the clearances is the applicant's responsibility. Off-Island applicants must obtain clearances from their last place of resident.

AREA OF CONSIDERATION AND INTERVIEW PROCESS:

A personal interview, interview by telephone or video conferencing will be held by the appointing authority or his designee for eligible candidates referred via certification. Certification for interviews are prepared from valid eligibility listings in accordance with the area of consideration or examination and in the following order if available: 1) Departmental; 2) Government-wide; and 3) Open Competitive. Candidates will be contacted accordingly during active recruitment when their names are reached on the appropriate list.

Important Note: Individuals with disabilities who require special accommodations should contact this office prior to any scheduled interviews. If traveling off-island and/or if contact information has changed, all eligible candidates are responsible for notifying the Human Resources Office of any changes in contact information to include email and mailing addresses.

IMPORTANT INFORMATION: Public Law 99-603 (8USC, Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States.

If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

WHERE TO APPLY: Applicants must submit the "Government of Guam - Employment Application - Form A" to the Guam Memorial Hospital Human Resources Department between the hours of 7:00 a.m. to 4:00 p.m., Monday through Friday. Closed on official Government Holidays, Saturday and Sunday. To ensure full consideration of your application, all supporting documents must be submitted with the application. For further information, call 647-2409/2171 or visit the Guam Memorial Hospital Authority Human Resources Department at 850 Gov. Carlos Camacho Road Oka, Tamuning, Guam 96913. The Human Resources Department is located on the first floor within the Administration offices or visit the "gmha.org website" for other employment opportunities.

"TO PROVIDE QUALITY PATIENT CARE IN A SAFE ENVIRONMENT"

APPROVED:

 10-06-22

LILLIAN Q. PEREZ-POSADAS, MN, RN
Hospital Administrator/CEO

for

"EQUAL OPPORTUNITY EMPLOYER"