

# Private Duty Certified Home Health Aide

## **Intrepid USA - Our vision makes a difference:**

We are a top 10 national home healthcare company with an overall 50 year history of excellence driving our future vision forward. We are putting a dent in the homecare universe through our commitment to providing affordable, personalized, patient and family centered medical home healthcare, home hospice, private duty homecare and independent living support services delivered in a concierge style, on-demand to create an exceptional patient experience. What makes our vision different:

- Culture driven by servant based leadership with an inverted organization chart. Our clinical teams are at the top and our CEO is at the bottom supporting our organization
- Our Care Centers are not franchises. We have a National Support Center helping our Care Center leaders manage and drive their local “family business” style of operations, clinical and patient experience
- Our teams manage their local Care Centers where they are embedded in the fabric of the communities they serve
- We are committed to caring for our patients just as if they were our family

## **Why working here is awesome:**

- Industry leading online training system and modules for continuing education thru Intrepid University
- Clinician centric WellSky EHR to improve clinical documentation quality and patient care
- Competitive pay with healthcare, dental, vision, pharmacy, Flexible Spending Account, Dependent Care Account benefits with affordable premiums for Full-time team members
- 401K available to all team members
- Supportive time away through PTO time and company paid holidays for Full-time team members
- Mobile benefits access, 98.6 telemedicine access, health education library and health cost estimator for Full-time team members.
- Company paid Life Insurance up to \$50K and AD&D insurance with the option of additional affordable voluntary life and AD&D available for Full-time team members.
- Short and long term disability insurance available at affordable rates for Full-time team members.
- Talent science that improves the quality of our talent acquisition, recruiting process and team members

## **Great work you’ll do here:**

The Home Health Aide provides personal care and related paraprofessional services in accordance with an established plan of care to facilitate the personal needs and comfort of clients in their homes. The Home Health Aide performs care consistent with all relevant standards and state and federal requirements.

- Performs work consistent with and at the direction of the Supervisor of Clinical Services or Case Manager
- Contacts agency staffing coordinator to arrange all scheduling of clients, including but not limited to acceptance of assignments, sick or late calls and directions to client home
- The patient/family should never be contacted directly by the HHA
- Notifies agency of any changes in schedule
- Prepares clinical notes which includes tasks that were performed and reasons assigned tasks were not performed, if applicable
- Refers all questions or reports of client condition changes immediately to the Case Manager or Supervising Nurse
- Performs personal care activities contained in a written assignment by the Case Manager which includes, including but not limited to, the provision and/or assistance of the following patient cares
  - Personal hygiene, grooming and shampooing
  - Use of bathroom, bedpan or commode for toileting and elimination
  - Bathing – bed, tub, shower and partial bath techniques
  - Oral care and care of dentures if applicable

- Care of skin and hair – shampoo in sink, tub or bath
- Ambulation – safe transfer and ambulation, ROM and positioning as instructed
- Eating/Feeding
- Dressing
- Shaving
- Meal preparations – measure and prepare special diets
- Perineal and urinary catheter care
- Nail Care
- Obtains and records accurate vital signs: temperature (oral, axillary, rectal), pulse, respiration and blood pressure
- Cares for physical, emotional, and developmental needs of patient including the need for respect and privacy
- Recognition of emergencies, knowledge of emergency procedures and basic home safety
- Is sensitive to client's specific needs and communicates in a professional and supportive manner
- Treats clients with dignity and respect, maintains confidentiality
- Assists only self-directed clients with the self-administration of medications and in accordance with state specific regulations
- At no time will any unlicensed employee pre-fill syringes, or administer medication by injection, inhalation, ingestion, or any other means, or calculate a patient's dosage, or alter the form of the medication by crushing, dissolving, or any other method
- Completes other assignments and duties as requested and assigned to accomplish the goals and objectives of the Company

### **What we'll love about you:**

- Passion and commitment to clinical excellence, quality and integrity
- Embracing and leading the patient care mission through providing an exceptional patient experience
- Positive attitude and ability to fit in as a collaborative team member for patient care
- Excellent interpersonal communication and patient/family engagement skills
- Commitment to clinical documentation excellence and quality along with ability to educate and inspire others
- High energy, focus, work ethic, motivation and commitment to lifelong learning and growth
- Flexibility with diverse clients, cultures, and environments allowing you to provide excellent care
- Ability to demonstrate clinical skills in both a collaborative and solo contributor capacity
- Experience with EHR systems and their implementation/optimization in complex clinical settings
- Proficiency with federal, state and governing agency regulations for homecare
- Participates in in-service education, continued clinical education and all professional training required by law
- Knowledge and comfort level working with technology and enterprise wide support systems and tools
- Successful management of a heavy volume of work, changing priorities as needed
- Appropriate judgment and critical thinking in decisions that requiring consideration of regulatory compliance, customer service, patient welfare and company interests
- Outstanding presentation, writing and communication skills
- Promotes the agency through positive representation and communication of its services
- Strong ability to be the public face of the organization, and serve as an advocate for Home Healthcare, Home Hospice and other service lines
- Current Nurse Aide/Home Health Aide Certification, Required
- One year experience as an aide in home health or hospice setting (Lapse in furnishing services as a HHA of 24 months or greater require a completion of training program, as specified in state/federal requirements).
- Current CPR certification
- Valid driver's license and automobile insurance

Please apply online at <https://www.intrepidusa.com/careers/> or contact the hiring manager , Andrea Shirley, directly at 520-244-1345. You may also apply in person at 1 W Wetmore Ste 203 Tucson, AZ 85705.