

Physician Assistant/Nurse Practitioner (566285)

Status
Filled

Recruiter
Garner, Sarah

Department
Primary Care-FamMed/InternlMed

Status Details
Filled

Hiring Manager
Ficco, Ronda

Primary Location
Colorado > Lakewood > Lakewood
Medical Offices 8383 W. Alameda Ave.

Requisition Type
Professional

Hired Candidates
1 out of 1

Logistics

Owners

Recruiter
Garner, Sarah L

Hiring Manager
Ficco, Ronda I

Recruiter Assistant
Collins, Audrey

Hiring Manager Assistant
ZZMerry, Thomas J

Collaborators			
First Name	Last Name	Email	Title
Laura	Thomas	laura.a.thomas@kp.org	

Candidate Selection Workflow

Candidate Selection Workflow
RESTRICTED WORKFLOWv2

When a candidate is hired for the requisition, automatically change his/her status to declined for all other requisitions.
Yes

Identification

JFA Job
NO

Requisition Title
Physician Assistant/Nurse Practitioner

MyHR Compensation Job Title
Physician Asst/Nurse Pract

Public Department Name
Primary Care Green Team - Care Team

Employee Group (Union Affiliation)
UFCW - Local 7

Number of Openings
1

Group

User Group

Colorado

Structure

Organization

Region Colorado
Entity Kaiser Foundation Health Plan Inc. Subsidiaries
GL Location Lakewood Medical Offices-NCOA

Primary Location

State Colorado
City Lakewood
Building Lakewood Medical Offices 8383 W. Alameda Ave.

Job Field

Area of Interest Nurse Practitioner / Physician Assistant

Department 1608.16003.2245 - Primary Care-FamMed/InternlMed

Requisition Template C01002 - Physician Asst/Nurse Pract

Overtime Status

Overtime Status
Non-exempt

Finance

Budget

Budgeted? Yes	Justification Replacement	Person Being Replaced (Last name, First name) Grubert, Amy
Job Eligible for Benefits Yes	Employee Referral Bonus Activated No	

Compensation

Job Grade NP	Pay Basis Hourly	
Minimum Salary 0.0	Midpoint Salary 0.0	Maximum Salary 0.0

Vacancy Details

Schedule, Education, Travel, Goals

Employee Status Regular	Schedule Part-time	Scheduled Hours (1-40) 32
Working Days Mon-Fri	Working Hours Start Variable	Working Hours End Variable
Shift Day	Education Level bachelor's degree (16 years)	Job Level Individual Contributor
Job Type Standard	Travel Yes, 5 % of the Time	Affirmative Action Goals No Goal

Additional & Scout Information

Additional Information

FNP or PA
 No Call Schedule
 4 - Eight hour shifts
 Hours Variable 8am – 6pm
 Prefer at least 3 years of experience (Family Medicine and/or Internal Medicine)
 Not ablet to support a new graduate in this FTE
 Potential to float to other departments or clinics

Scout Information

Approval is required prior to posting to Scout

Learn More <http://goscoutgo.com/guides/tee/>

View My Scout Postings <https://prod.talentpx.com/tee/go>

EEO Category and Group

EEO Job Category

Professionals

EEO Job Group

2B - Nurses - Specialized

EEO Establishment

Not Specified

Descriptions

External Description

Description - External

APN: Practices professional nursing by the performance of both independent nursing and delegated medical functions in accordance with accepted practice standards. Utilizes specialized knowledge, judgment, and skills involving the application of biological, physical, social, and behavioral science principles.

Functions include patient advocacy and the initiation and performance of nursing care and advanced clinical skills to evaluate, diagnose, and treat human disease, pain, injury, physical or mental conditions, health maintenance and promotion, supportive and restorative care.

PA: Practices medicine as delegated by and under the supervision of a physician in accordance with accepted practice standards. Utilizes specialized knowledge, judgment, and skills involving the application of biological, physical, social, and behavioral science principles.

Functions include patient advocacy and the initiation and performance of medical care to evaluate, diagnose, and treat human disease, pain, injury, physical or mental conditions, health maintenance and promotion, supportive and restorative care.

Essential Responsibilities:

DATA COLLECTION

- Obtains a pertinent medical history, performs an appropriate physical examination, and reviews relevant laboratory or radiologic (or other) studies to assess the patient's medical, physical, psychological, and relevant socio-economic status.
- Will have full access to patient medical records and other information pertinent to those patients under his/her care.

ASSESSMENT

- Formulates an accurate and appropriate diagnosis based on elicited data, and includes differential diagnoses as appropriate.

TREATMENT PLANNING

- Develops and implements treatment plans that are aligned with the practice preferences of the Collaborating/Supervising Physician(s) including orders for medication and/or other treatment modalities, the need for additional testing, consultation to other providers, and follow-up provisions.
- Provides care with attention to safety, efficiency, and cost effectiveness.
- Plans are appropriately prioritized and adapted to the patient and circumstance.

PROCEDURAL CONSIDERATIONS

- Performs procedures within the limits of their expertise and in accordance with the State Regulations and Organizational Policies.

PATIENT EDUCATION AND COUNSELING

- Educates and counsels patients and their families regarding their treatment plan, including disease prevention and health promotion.
- Promotes the availability of culturally-sensitive health and resource information that is evidence-based, patient centered, and enables informed choice.

DOCUMENTATION

- Documents all examination data, diagnostic impressions, appropriate codes, and other patient care activities in the medical record, including the name(s) of any consulted physicians or other providers.

OTHER TASKS

- Observes the principles and techniques of Universal Precautions.
- Conducts telephonic and virtual encounters as appropriate.
- Manages assigned in-basket tasks.
- Takes necessary and appropriate actions in emergency situations.
- Performs other clinical/administrative duties as directed.

VALUE STATEMENTS

- Makes the patient the primary focus of their actions; develops and sustains productive and compassionate patient relationships.
- Leads the health care team by influence, innovation, and by modeling integrated effective patient care and exemplary service.
- Promotes and maintains a physically safe and confidential environment for care.
- Collaborates with all members of the health care team.
- Knows their personal limitations and when to seek advice and/or consultation from other members of the health care team
- Understands and acknowledges the impact of personal values and cultural differences on the patient-provider relationship.

PROFESSIONAL EXPECTATIONS

- Assumes responsibility for maintaining clinical competence through participation in continuing education and other activities.
- Maintains professional certification and active licensure.
- Participates in quality assurance activities including the Peer Review process.
- Participates in the training and/or mentoring of new employees, colleagues, and students.
- Has the quality of their care evaluated by the Collaborating/Supervising Physician(s) as stipulated by State and/or KFHP/CPMG policies.
- Evaluates personal performance and establishes annual goals aligned with KFHP regional expectations.
- Maintains a working knowledge of, and complies with relevant (Federal, State, and/or Organizational) laws, rules, and policies; including licensure and certification.

Educates and promotes the roles of the APN/PA to patients and members of the health care team.

Qualifications - External

Basic Qualifications:

Experience

- N/A

Education

For APNs:

- Master's Degree in Nursing

- Graduation from an accredited graduate nursing program approved by the Colorado State Board of Nursing.

For PAs:

- Bachelor's Degree required.
- Graduation from a program accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)

License, Certification, Registration

For APNs:

- Current un-restricted licensure as a Registered Nurse in the State of Colorado.
- Current active listing in the Colorado Advanced Practice Registry and is in compliance with those requirements.
- On-going BLS Certification required within 90 days of hire.
- National Provider Identification (NPI) and Taxonomy codes required at time of hire.
- Full or Provisional Prescriptive authority required. Must obtain Full Prescriptive Authority within two years of hire date.
- Active DEA Registration Certification by start date. (DEA Registration Certification is not required to bid on a position, but will be required to begin work.)
- Education and Certification must be congruent with population focus of the position. (Example: for positions in Pediatrics, the APN must be certified as either an FNP-BC or PNP-BC).

For PAs:

- Current unrestricted licensure as a Physician Assistant in the State of Colorado.
- Current and continued certification by the National Commission for the Certification of Physician Assistants (NCCPA)
- Ongoing BLS Certification required within 90 days of hire.
- National Provider Identification (NPI) and Taxonomy codes required at time of hire.
- Active DEA Registration Certification by start date. (DEA Registration Certification is not required to bid on a position, but will be required to begin work.)

Additional Requirements:

- Must obtain and remain credentialed by the Colorado Permanente Medical Group by start date.
- For positions requiring the administration of procedural sedation, ACLS certification and procedural sedation competency required within ninety (90) days of hire.

Preferred Qualifications:

- N/A

FNP or PA

No Call Schedule

4 - Eight hour shifts

Hours Variable 8am – 6pm

Prefer at least 3 years of experience (Family Medicine and/or Internal Medicine)

Not able to support a new graduate in this FTE

Marketing Statement

As a member of Kaiser Permanente Colorado's team, you'll be proud of the contributions you make every day. From our RNs, allied health professionals, and physicians to our financial, business, and IT experts, we work together to improve the health of our members, coworkers, and the communities where we work and live. Whether you join us in the metro areas of Denver and Boulder or in Front Range communities from Fort Collins to Pueblo, you'll enjoy breathtaking natural beauty along with urban flair. The areas we serve offer something for everyone-historic districts, family neighborhoods, and access to some of the best ski resorts in the world. Prepare to be inspired.

Disclaimer

External hires must pass a background check/drug screen. Qualified applicants with arrest and/or conviction records will be considered for employment in a manner consistent with Federal, state and local laws, including but not limited to the San Francisco Fair Chance Ordinance. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, protected veteran, or disability status.

Internal Description

Description - Internal

Internal Bidding Period: February 6, 2017 - February 8, 2017

APN: Practices professional nursing by the performance of both independent nursing and delegated medical functions in accordance with accepted practice standards. Utilizes specialized knowledge, judgment, and skills involving the application of biological, physical, social, and behavioral science principles.

Functions include patient advocacy and the initiation and performance of nursing care and advanced clinical skills to evaluate, diagnose, and treat human disease, pain, injury, physical or mental conditions, health maintenance and promotion, supportive and restorative care.

PA: Practices medicine as delegated by and under the supervision of a physician in accordance with accepted practice standards. Utilizes specialized knowledge, judgment, and skills involving the application of biological, physical, social, and behavioral science principles.

Functions include patient advocacy and the initiation and performance of medical care to evaluate, diagnose, and treat human disease, pain, injury, physical or mental conditions, health maintenance and promotion, supportive and restorative care.

Essential Responsibilities:

DATA COLLECTION

- Obtains a pertinent medical history, performs an appropriate physical examination, and reviews relevant laboratory or radiologic (or other) studies to assess the patient's medical, physical, psychological, and relevant socio-economic status.
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ASSESSMENT

- Formulates an accurate and appropriate diagnosis based on elicited data, and includes differential diagnoses as appropriate.

TREATMENT PLANNING

- Develops and implements treatment plans that are aligned with the practice preferences of the Collaborating/Supervising Physician(s) including orders for medication and/or other treatment modalities, the need for additional testing, consultation to other providers, and follow-up provisions.
- Provides care with attention to safety, efficiency, and cost effectiveness.
- Plans are appropriately prioritized and adapted to the patient and circumstance.

PROCEDURAL CONSIDERATIONS

- Performs procedures within the limits of their expertise and in accordance with the State Regulations and Organizational Policies.

PATIENT EDUCATION AND COUNSELING

- Educates and counsels patients and their families regarding their treatment plan, including disease prevention and health promotion.
- Promotes the availability of culturally-sensitive health and resource information that is evidence-based, patient centered, and enables informed choice.

DOCUMENTATION

- Documents all examination data, diagnostic impressions, appropriate codes, and other patient care activities in the medical record, including the name(s) of any consulted physicians or other providers.

OTHER TASKS

- Observes the principles and techniques of Universal Precautions.
- Conducts telephonic and virtual encounters as appropriate.
- Manages assigned in-basket tasks.
- Takes necessary and appropriate actions in emergency situations.
- Performs other clinical/administrative duties as directed.

VALUE STATEMENTS

- Makes the patient the primary focus of their actions; develops and sustains productive and compassionate patient relationships.
- Leads the health care team by influence, innovation, and by modeling integrated effective patient care and exemplary service.
- Promotes and maintains a physically safe and confidential environment for care.
- Collaborates with all members of the health care team.
- Knows their personal limitations and when to seek advice and/or consultation from other members of the health care team
- Understands and acknowledges the impact of personal values and cultural differences on the patient-provider relationship.

PROFESSIONAL EXPECTATIONS

- Assumes responsibility for maintaining clinical competence through participation in continuing education and other activities.
- Maintains professional certification and active licensure.
- Participates in quality assurance activities including the Peer Review process.

- Participates in the training and/or mentoring of new employees, colleagues, and students.
 - Has the quality of their care evaluated by the Collaborating/Supervising Physician(s) as stipulated by State and/or KFHP/CPMG policies.
 - Evaluates personal performance and establishes annual goals aligned with KFHP regional expectations.
 - Maintains a working knowledge of, and complies with relevant (Federal, State, and/or Organizational) laws, rules, and policies; including licensure and certification.
- Educates and promotes the roles of the APN/PA to patients and members of the health care team.

Qualifications - Internal

Basic Qualifications:

Experience

- N/A

Education

For APNs:

- Master's Degree in Nursing
- Graduation from an accredited graduate nursing program approved by the Colorado State Board of Nursing.

For PAs:

- Bachelor's Degree required.
- Graduation from a program accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)

License, Certification, Registration

For APNs:

- Current un-restricted licensure as a Registered Nurse in the State of Colorado.
- Current active listing in the Colorado Advanced Practice Registry and is in compliance with those requirements.
- On-going BLS Certification required within 90 days of hire.
- National Provider Identification (NPI) and Taxonomy codes required at time of hire.
- Full or Provisional Prescriptive authority required. Must obtain Full Prescriptive Authority within two years of hire date.
- Active DEA Registration Certification by start date. (DEA Registration Certification is not required to bid on a position, but will be required to begin work.)
- Education and Certification must be congruent with population focus of the position. (Example: for positions in Pediatrics, the APN must be certified as either an FNP-BC or PNP-BC).

For PAs:

- Current unrestricted licensure as a Physician Assistant in the State of Colorado.
- Current and continued certification by the National Commission for the Certification of Physician Assistants (NCCPA)
- Ongoing BLS Certification required within 90 days of hire.
- National Provider Identification (NPI) and Taxonomy codes required at time of hire.
- Active DEA Registration Certification by start date. (DEA Registration Certification is not required to bid on a position, but will be required to begin work.)

Additional Requirements:

- Must obtain and remain credentialed by the Colorado Permanente Medical Group by start date.
- For positions requiring the administration of procedural sedation, ACLS certification and procedural sedation competency required within ninety (90) days of hire.

Preferred Qualifications:

- N/A

FNP or PA

No Call Schedule

4 - Eight hour shifts

Hours Variable 8am – 6pm

Prefer at least 3 years of experience (Family Medicine and/or Internal Medicine)

Not able to support a new graduate in this FTE

Pre-Screening

Disqualification Questions

Questions	Answer	Result
<p>1. Are you 18 years or older?</p> <p>Global, Code: 5052 , Type: Single Answer , Visible by: All Candidates</p>	No	To Be Verified
	Yes	The Candidate Passes
<p>2. Do you now, or will you in the future, need a student visa (e.g., F-1 OPT or F-1 OPT STEM, F-1 CPT) or employer sponsorship in order to obtain or maintain immigration work authorization? For the purpose of this question "employer sponsorship" includes, but is not limited to H-1B, TN, E-3, O-1, AC-21, I-140 portability, I-485 portability (including J Supplement for I-485) and permanent residency (green card) documentation.</p> <p>Global, Code: 150638 , Type: Single Answer , Visible by: All Candidates</p>	Yes	The Candidate Is Disqualified
	No	The Candidate Passes
<p>3. Principles of Responsibility:</p> <p>Employees of Kaiser Permanente are expected to model and reinforce ethical behavior in accordance with the Principles of Responsibility (Kaiser Permanente ' s code of conduct). This includes maintaining the privacy and confidentiality of information; protecting the assets of the organization; acting with ethics and integrity; conducting business with honesty; following through on commitments; admitting mistakes and showing consistency in words and actions; supporting compliance initiatives and reporting noncompliance; and adhering to applicable federal, state, and local laws and regulations, accreditation and licensure requirements (if applicable), and Kaiser Permanente ' s policies, guidelines, and procedures.</p> <p>Have you read the above statement and understand that agreement to abide by the Principles of Responsibility is a condition of employment?</p> <p>Global, Code: 39393 , Type: Single Answer , Visible by: External Candidates</p>	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

Questions

Question	Answer	Required/Asset
<p>1. Please indicate the level of education/licensure you possess:</p> <p>Global, Code: KP10034 , Type: Single Answer</p>	<p>I have a master's degree in nursing AND a current unrestricted licensure as a Registered Nurse in the state of Colorado and possess a current active listing in the Colorado</p>	<p>Required</p>

	Advanced Practice Registry.	
	I have a bachelor's degree AND a current unrestricted licensure as a Physician Assistant in the State of Colorado AND am certified by the National Commission for the Certification of Physician Assistant (NCCPA).	Required
	None of the above.	—
2. Please indicate the level of education you possess: Global, Code: KP10036 , Type: Single Answer	I am a graduate of an accredited graduate nursing program approved by the Colorado State Board of Nursing.	Required
	I am a graduate of a program accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA).	Required
	None of the above.	—
3. Do you have a National Provider Identifier (NPI) and Taxonomy code or can you obtain by date of hire? Global, Code: 183967 , Type: Single Answer	Yes	Required
	No	—
	I am actively pursuing	—
4. Do you have a BLS certification OR can one be obtained within 90 days of hire? Global, Code: KP10033 , Type: Single Answer	Yes	Required
	No	—
5. Do you have an active DEA Registration Certification OR can one be obtained by the time of hire? Global, Code: KP10035 , Type: Single Answer	Yes	Required
	No	—

This requisition uses 0 of the 0 questions from the corresponding prescreening model.

Screening

Background Check

Background Screening (provided by LexisNexis)

LexisNexis offers a complete array of employment background screening services that can be tailored to meet your needs. Our background screening products include Criminal History, LexisNexis National Criminal File, Identity Verification, Motor Vehicle Records, Credit Reports, Education Verification, Employment Verification, Esteem®, and more.

LexisNexis Package
Kaiser Background Package

Account Number
Colorado

Drug Screening (provided by LexisNexis)

LexisNexis's comprehensive drug-free workplace programs can include Laboratory Testing Services, Medical Review Officer Services, Specimen Collection, Rapid Drug Screening, and National Scheduling Center.

LexisNexis Package
Kaiser Drug Test Package

Account Number
Colorado

Reporting

KP Talent Acquisition Intake Form

Purpose: The Intake form provides a menu of questions that the Talent Advisor can use to gain an understanding of the role, the ideal candidate and the business needs of the department.

Logistics

Candidates Do you have any pre-identified candidates you would like to consider for this role? Have you interviewed any candidates in the last sixty days that you would like to consider? Work Location Will this position support variable work locations/facilities? What % remote? Are flexible hours an option? Can you please confirm work schedule?

Qualifications and Competencies

Preferred Qualifications: What are the top 3-5 qualifications you must have in a candidate? Provide a realistic preview of what the job will be like and how that fits into your preferred qualifications? Behavioral/Technical Competencies: What differentiates top performers from others on your team? What are your preferred behavioral traits? Key Responsibilities: How would you like me to describe the core responsibilities of the position? What are the challenges of this role? What are the priorities? What will this person need to accomplish in the first 6-12 months to be successful? Is there required training that needs to be completed? Additional Qualifications, Required Licenses, Specialties: What additional licenses, areas of specialty or other qualifications does this role require to be successful?

Candidate Fit

Work Environment and Culture Describe the department culture (flexible, collaborative, service oriented, etc.). How does your department contribute to the overall business strategy at KP? How is this role connected to the organization's larger goals? New Hire Fit Does this position have another job title outside of KP? What are some of the common reasons previous individuals have or have not been successful in this role? What additional information can I tell the candidate to get them excited for the role? Career Path What career/growth opportunities are there for the position? What kind of training will be provided? Compensation What is the budgeted/equity range that you are likely to offer? If needed, is there a sign-on bonus budget? Relocation? ERP bonus (if yes, how much)?

Additional Information

Checklist

Advanced Practice Nurse - Advanced Wound Care (696231)

Status
Filled

Recruiter
Bamford, Lorraine

Department
Wound Care

Status Details
Filled

Hiring Manager
Salmon, Janine

Primary Location
Colorado > Denver > Franklin Medical
Offices 2045 Franklin St.

Requisition Type
Professional

Hired Candidates
1 out of 1

Logistics

Owners

Recruiter
Bamford, Lorraine C

Hiring Manager
Salmon, Janine

Recruiter Assistant
Collins, Audrey

Hiring Manager Assistant
Thomas, Laura A

Candidate Selection Workflow

Candidate Selection Workflow
RESTRICTED WORKFLOWv2

When a candidate is hired for the requisition, automatically change his/her status to declined for all other requisitions.
Yes

Identification

JFA Job
NO

Requisition Title
Advanced Practice Nurse - Advanced Wound Care

MyHR Compensation Job Title
Advanced Practice Nurse

Public Department Name
Advanced Wound Care

Employee Group (Union Affiliation)
UFCW - Local 7

Number of Openings
1

Group

User Group
Colorado

Structure

Organization

Region Colorado
Entity Kaiser Foundation Health Plan Inc. Subsidiaries
GL Location Lone Tree Medical Offices-NCOA

Primary Location

State Colorado
City Denver
Building Franklin Medical Offices 2045 Franklin St.

Job Field

Area of Interest Nurse Practitioner / Physician Assistant

Department 1608.16055.1176 - Wound Care

Requisition Template C00430 - Advanced Practice Nurse

Overtime Status

Overtime Status
Non-exempt

Finance

Budget

Budgeted? Yes	Justification Replacement	Person Being Replaced (Last name, First name) Kopchick, Kim
Job Eligible for Benefits Yes	Employee Referral Bonus Activated No	

Compensation

Job Grade NP	Pay Basis Hourly	
Minimum Salary 0.0	Midpoint Salary 0.0	Maximum Salary 0.0

Vacancy Details

Schedule, Education, Travel, Goals

Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
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Working Days Mon - Fri	Working Hours Start Varies	Working Hours End Varies
Shift Day	Education Level master's degree (18 years)	Job Level Entry Level
Job Type Standard	Travel Yes, 50 % of the Time	Affirmative Action Goals No Goal

Additional & Scout Information

Additional Information

FNP position

Mainly at Franklin. Travel to other locations 50% of time

Wound care program for the region. Collaborate with PCP with plan of care

BLS required, CWON certification preferred

Patient Population: Peds <5%, Adult 30%, Geriatrics 70%

Templates 45/30 min long appointments 9-10 pts per day in 10 hours

Work and call schedule: Variable, 4 ten hour shifts, no call or weekends

Skills/Procedures needing to be performed: sharp wound debridement, ABI determination learned in orientation

Prefer 2 year experience as a FNP preferred. Able to support a new graduate. Must be able to obtain CWON certification within 1 year of hire

Possibility of developing policies/protocols wound care trials. Articles and trials. Research involved. In charge of patients in the clinic. Made by the APN changes. Chart reviews and clinic support

Flexible. Independent team player. Team works close. Team player. Autonomous self motivator.

Potential candidates: Both internal and external

Scout Information

Approval is required prior to posting to Scout

Learn More <http://goscoutgo.com/guides/tee/>

View My Scout Postings <https://prod.talentpx.com/tee/go>

EEO Category and Group

EEO Job Category

Professionals

EEO Job Group

2B - Nurses - Specialized

EEO Establishment

Not Specified

Descriptions

External Description

Description - External

Practices professional nursing by the performance of both independent nursing functions and delegated medical functions in accordance with accepted practice standards. Such functions include the initiation and performance of nursing care through health promotion, supportive or restorative care, disease prevention, diagnosis and treatment of human disease, ailment, pain, injury, deformity, and physical or mental condition using specialized knowledge, judgment, and skill involving the application of biological, physical, social, and behavioral science principles. CRS 12-38-103 (10).

Essential Responsibilities:

DATA COLLECTION

- Obtains a pertinent medical history, performs an appropriate physical examination, and reviews relevant laboratory or radiologic (or other) studies to assess the patient's medical, physical, psychological, and relevant socio-economic status.

- Will have full access to patient medical records and other information pertinent to those patients under his/her care.

ASSESSMENT

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TREATMENT PLANNING

- Develops and implements treatment plans that are aligned with the practice preferences of the Collaborating Physician(s) including orders for medication and/or other treatment modalities, the need for additional testing, consultation to other providers, and follow-up provisions.
- Provides care with attention to safety, efficiency, and cost effectiveness.
- Plans are appropriately prioritized and adapted to the patient and circumstance.

PROCEDURAL CONSIDERATIONS

- Performs procedures within the limits of their expertise and in accordance with the State Regulations and Organizational Policies.

PATIENT EDUCATION AND COUNSELING

- Educates and counsels patients and their families regarding their treatment plan, including disease prevention and health promotion.
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DOCUMENTATION

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OTHER TASKS

- Observes the principles and techniques of Universal Precautions.
- Conducts telephonic and virtual encounters as appropriate.
- Manages assigned in-basket tasks.
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VALUE STATEMENTS

- Makes the patient the primary focus of their actions; develops and sustains productive and compassionate patient relationships.
- Leads the health care team by influence, innovation, and by modeling integrated effective patient care and exemplary service.
- Promotes and maintains a physically safe and confidential environment for care.
- Collaborates with all members of the health care team.
- Knows their personal limitations and when to seek advice and/or consultation from other members of the health care team
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PROFESSIONAL EXPECTATIONS

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- Maintains professional certification and active licensure.
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- Participates in quality assurance activities including the Peer Review process.
- Has the quality of their care evaluated by the Collaborating Physician(s) as stipulated by State and/or KFHP/CPMG policies.
- Evaluates personal performance and establishes annual goals aligned with KFHP regional expectations.
- Maintains a working knowledge of, and complies with relevant (Federal, State, and/or Organizational) laws, rules, and policies; including licensure and certification.
- Educates and promotes the roles of the APN/PA to patients and members of the health care team.

Qualifications - External

Basic Qualifications:

Experience

- N/A

Education

- Master's degree in nursing
- Graduation from an accredited graduate nursing program approved by the Colorado State Board of Nursing.
- License, Certification, Registration
- Current un-restricted licensure as a Registered Nurse in the State of Colorado.
- Current active listing in the Colorado Advanced Practice Registry and is in compliance with those requirements.
- On-going BLS Certification required within 90 days of hire.
- National Provider Identification (NPI) and Taxonomy codes required at time of hire.
- Full or Provisional Prescriptive authority required. Must obtain Full Prescriptive Authority within two years of hire date.

- Active DEA Registration Certification by start date. (DEA Registration Certification is not required to bid on a position, but will be required to begin work.)
- For positions requiring the administration of procedural sedation, ACLS certification and procedural sedation competency required within 90 days of hire

Additional Requirements:

- Must obtain and remain credentialed by the Colorado Permanente Medical Group by start date.
- Education and Certification must be congruent with population focus of the position. (Example: for positions in Pediatrics, the APN must be certified as either an FNP-BC or PNP-BC).

Preferred Qualifications:

- FNP position
- Mainly at Franklin. Travel to other locations 50% of time
- Wound care program for the region.
- Collaborate with PCP with plan of care
- BLS required, CWON certification preferred
- Work and call schedule: Variable, 4 ten hour shifts, no call or weekends
- Sharp wound debridement, ABI determination learned in orientation
- Prefer two (2) year experience as a FNP preferred. Able to support a new graduate.
- Must be able to obtain CWON certification within 1 year of hire
- Possibility of developing policies/protocols wound care trials.
- Chart reviews and clinic support
- Be flexible.
- Independent team player.
- Team player.
- Autonomous self motivator.

Marketing Statement

As a member of Kaiser Permanente Colorado's team, you'll be proud of the contributions you make every day. From our RNs, allied health professionals, and physicians to our financial, business, and IT experts, we work together to improve the health of our members, coworkers, and the communities where we work and live. Whether you join us in the metro areas of Denver and Boulder or in Front Range communities from Fort Collins to Pueblo, you'll enjoy breathtaking natural beauty along with urban flair. The areas we serve offer something for everyone-historic districts, family neighborhoods, and access to some of the best ski resorts in the world. Prepare to be inspired.

Disclaimer

External hires must pass a background check/drug screen. Qualified applicants with arrest and/or conviction records will be considered for employment in a manner consistent with Federal, state and local laws, including but not limited to the San Francisco Fair Chance Ordinance. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, protected veteran, or disability status.

Internal Description

Description - Internal

Internal Bidding Period: 05/02/2018 to 05/04/18

Practices professional nursing by the performance of both independent nursing functions and delegated medical functions in accordance with accepted practice standards. Such functions include the initiation and performance of nursing care through health promotion, supportive or restorative care, disease prevention, diagnosis and treatment of human disease, ailment, pain, injury, deformity, and physical or mental condition using specialized knowledge, judgment, and skill involving the application of biological, physical, social, and behavioral science principles. CRS 12-38-103 (10).

Essential Responsibilities:

DATA COLLECTION

- Obtains a pertinent medical history, performs an appropriate physical examination, and reviews relevant laboratory or radiologic (or other) studies to assess the patient's medical, physical, psychological, and relevant socio-economic status.

- Will have full access to patient medical records and other information pertinent to those patients under his/her care.

ASSESSMENT

- Formulates an accurate and appropriate diagnosis based on elicited data, and includes differential diagnoses as appropriate.

TREATMENT PLANNING

- Develops and implements treatment plans that are aligned with the practice preferences of the Collaborating Physician(s) including orders for medication and/or other treatment modalities, the need for additional testing, consultation to other providers, and follow-up provisions.

- Provides care with attention to safety, efficiency, and cost effectiveness.

- Plans are appropriately prioritized and adapted to the patient and circumstance.

PROCEDURAL CONSIDERATIONS

- Performs procedures within the limits of their expertise and in accordance with the State Regulations and Organizational Policies.

PATIENT EDUCATION AND COUNSELING

- Educates and counsels patients and their families regarding their treatment plan, including disease prevention and health promotion.

- Promotes the availability of culturally-sensitive health and resource information that is evidence-based, patient centered, and enables informed choice.

DOCUMENTATION

- Documents all examination data, diagnostic impressions, appropriate codes, and other patient care activities in the medical record, including the name(s) of any consulted physicians or other providers.

OTHER TASKS

- Observes the principles and techniques of Universal Precautions.

- Conducts telephonic and virtual encounters as appropriate.

- Manages assigned in-basket tasks.

- Takes necessary and appropriate actions in emergency situations.

- Performs other clinical/administrative duties as directed.

VALUE STATEMENTS

- Makes the patient the primary focus of their actions; develops and sustains productive and compassionate patient relationships.

- Leads the health care team by influence, innovation, and by modeling integrated effective patient care and exemplary service.

- Promotes and maintains a physically safe and confidential environment for care.

- Collaborates with all members of the health care team.

- Knows their personal limitations and when to seek advice and/or consultation from other members of the health care team

- Understands and acknowledges the impact of personal values and cultural differences on the patient-provider relationship.

PROFESSIONAL EXPECTATIONS

- Assumes responsibility for maintaining clinical competence through participation in continuing education and other activities.

- Maintains professional certification and active licensure.

- Participates in the training and/or mentoring of new employees, colleagues, and students.

- Participates in quality assurance activities including the Peer Review process.

- Has the quality of their care evaluated by the Collaborating Physician(s) as stipulated by State and/or KFHP/CPMG policies.

- Evaluates personal performance and establishes annual goals aligned with KFHP regional expectations.

- Maintains a working knowledge of, and complies with relevant (Federal, State, and/or Organizational) laws, rules, and policies; including licensure and certification.

- Educates and promotes the roles of the APN/PA to patients and members of the health care team.

Qualifications - Internal

Basic Qualifications:

Experience

- N/A

Education

- Master's degree in nursing

- Graduation from an accredited graduate nursing program approved by the Colorado State Board of Nursing.

License, Certification, Registration

- Current un-restricted licensure as a Registered Nurse in the State of Colorado.
- Current active listing in the Colorado Advanced Practice Registry and is in compliance with those requirements.
- On-going BLS Certification required within 90 days of hire.
- National Provider Identification (NPI) and Taxonomy codes required at time of hire.
- Full or Provisional Prescriptive authority required. Must obtain Full Prescriptive Authority within two years of hire date.
- Active DEA Registration Certification by start date. (DEA Registration Certification is not required to bid on a position, but will be required to begin work.)
- For positions requiring the administration of procedural sedation, ACLS certification and procedural sedation competency required within 90 days of hire

Additional Requirements:

- Must obtain and remain credentialed by the Colorado Permanente Medical Group by start date.
- Education and Certification must be congruent with population focus of the position. (Example: for positions in Pediatrics, the APN must be certified as either an FNP-BC or PNP-BC).

Preferred Qualifications:

- FNP position
- Mainly at Franklin. Travel to other locations 50% of time
- Wound care program for the region.
- Collaborate with PCP with plan of care
- BLS required, CWON certification preferred
- Work and call schedule: Variable, 4 ten hour shifts, no call or weekends
- Sharp wound debridement, ABI determination learned in orientation
- Prefer two (2) year experience as a FNP preferred. Able to support a new graduate.
- Must be able to obtain CWON certification within 1 year of hire
- Possibility of developing policies/protocols wound care trials.
- C hart reviews and clinic support
- Be f lexible.
- I ndependent team player.
- Team player.
- Autonomous self motivator.

Pre-Screening

Disqualification Questions

Questions	Answer	Result
1. Are you 18 years or older? <small>Global, Code: 5052 , Type: Single Answer , Visible by: All Candidates</small>	No	To Be Verified
	Yes	The Candidate Passes
2. Do you now, or will you in the future, need a student visa (e.g., F-1 OPT or F-1 OPT STEM, F-1 CPT) or employer sponsorship in order to obtain or maintain immigration work authorization? For the purpose of this question "employer sponsorship" includes, but is not limited to H-1B, TN, E-3, O-1, AC-21, I-140 portability, I-485 portability (including J Supplement for I-485) and permanent residency (green card) documentation. <small>Global, Code: 150638 , Type: Single Answer , Visible by: All Candidates</small>	Yes	The Candidate Is Disqualified
	No	The Candidate Passes
3. Principles of Responsibility:	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

Employees of Kaiser Permanente are expected to model and reinforce ethical behavior in accordance with the Principles of Responsibility (Kaiser Permanente ' s code of conduct). This includes maintaining the privacy and confidentiality of information; protecting the assets of the organization; acting with ethics and integrity; conducting business with honesty; following through on commitments; admitting mistakes and showing consistency in words and actions; supporting compliance initiatives and reporting noncompliance; and adhering to applicable federal, state, and local laws and regulations, accreditation and licensure requirements (if applicable), and Kaiser Permanente ' s policies, guidelines, and procedures.

Have you read the above statement and understand that agreement to abide by the Principles of Responsibility is a condition of employment?

Global, Code: 39393 , Type: Single Answer , Visible by: External Candidates

Questions

Question	Answer	Required/Asset
1. Do you have a master's of science (MS) degree in nursing? Global, Code: 175978 , Type: Single Answer	Yes	Required
	No, I am a Kaiser Permanente employee and was 'grandfathered in' prior to the California Business and Professions Code requirement in January 1, 2008.	—
	No. None of the above	—
2. Are you a graduate of a RN program that meets Colorado State Board of Nursing curriculum requirements? Global, Code: 179457 , Type: Single Answer	Yes	Required
	No	—
3. Please select all states for where you are licensed as a registered nurse (multiple answers are acceptable). Global, Code: KP08159 , Type: Multiple Answers	California	—
	Colorado	Required
	Georgia	—
	Hawaii	—
	Maryland	—
	Oregon	—
	Virginia	—
	Washington	—
	Washington D.C.	—

	U.S. State that is not listed above	—
	None of the above	—
4. Do you have a current Advanced Practice Nurse License in the State of Colorado? Global, Code: 75065 , Type: Single Answer	Yes	Required
	No	—
	I am actively pursuing	—
5. Do you have a National Provider Identifier (NPI) and Taxonomy code or can you obtain by date of hire? Global, Code: 183967 , Type: Single Answer	Yes	Required
	No	—
	I am actively pursuing	—
6. Do you have a BLS certification OR can one be obtained within 90 days of hire? Global, Code: KP10033 , Type: Single Answer	Yes	Required
	No	—
7. Do you have an active DEA Registration Certification OR can one be obtained by the time of hire? Global, Code: KP10035 , Type: Single Answer	Yes	Required
	No	—
8. Do you have a current ACLS certification OR can obtain one within three (3) months of hire? Global, Code: 182119 , Type: Single Answer	Yes	Required
	No	—
	I am actively pursuing	—
9. Do you have prescriptive authority? Global, Code: 152324 , Type: Single Answer	Yes	Asset
	No	—
	I am actively pursuing	—

This requisition uses 0 of the 0 questions from the corresponding prescreening model.

Screening

Background Check

Background Screening (provided by LexisNexis)

LexisNexis offers a complete array of employment background screening services that can be tailored to meet your needs. Our background screening products include Criminal History, LexisNexis National Criminal File, Identity Verification, Motor Vehicle Records, Credit Reports, Education Verification, Employment Verification, Esteem®, and more.

LexisNexis Package
Kaiser Background Package

Account Number
Colorado

Drug Screening (provided by LexisNexis)

LexisNexis's comprehensive drug-free workplace programs can include Laboratory Testing Services, Medical Review Officer Services, Specimen Collection, Rapid Drug Screening, and National Scheduling Center.

LexisNexis Package
Kaiser Drug Test Package

Account Number
Colorado

Reporting

KP Talent Acquisition Intake Form

Purpose: The Intake form provides a menu of questions that the Talent Advisor can use to gain an understanding of the role, the ideal candidate and the business needs of the department.

Logistics

Candidates Do you have any pre-identified candidates you would like to consider for this role? Have you interviewed any candidates in the last sixty days that you would like to consider? Work Location Will this position support variable work locations/facilities? What % remote? Are flexible hours an option? Can you please confirm work schedule?

Qualifications and Competencies

Preferred Qualifications: What are the top 3-5 qualifications you must have in a candidate? Provide a realistic preview of what the job will be like and how that fits into your preferred qualifications? Behavioral/Technical Competencies: What differentiates top performers from others on your team? What are your preferred behavioral traits? Key Responsibilities: How would you like me to describe the core responsibilities of the position? What are the challenges of this role? What are the priorities? What will this person need to accomplish in the first 6-12 months to be successful? Is there required training that needs to be completed? Additional Qualifications, Required Licenses, Specialties: What additional licenses, areas of specialty or other qualifications does this role require to be successful?

Candidate Fit

Work Environment and Culture Describe the department culture (flexible, collaborative, service oriented, etc.). How does your department contribute to the overall business strategy at KP? How is this role connected to the organization's larger goals? New Hire Fit Does this position have another job title outside of KP? What are some of the common reasons previous individuals have or have not been successful in this role? What additional information can I tell the candidate to get them excited for the role? Career Path What career/growth opportunities are there for the position? What kind of training will be provided? Compensation What is the budgeted/equity range that you are likely to offer? If needed, is there a sign-on bonus budget? Relocation? ERP bonus (if yes, how much)?

Additional Information

Checklist

Physician Assistant/Nurse Practitioner - General Surgery (626702)

Status
Filled

Recruiter
Bamford, Lorraine

Department
General Surgery

Status Details
Filled

Hiring Manager
ZZSt. Louis, Suzanne

Primary Location
Colorado > Lonetree > Lone Tree Medical
Offices

Requisition Type
Professional

Hired Candidates
1 out of 1

Logistics

Owners

Recruiter
Bamford, Lorraine C

Hiring Manager
ZZSt. Louis, Suzanne M

Recruiter Assistant
Collins, Audrey

Hiring Manager Assistant
Thomas, Laura A

Candidate Selection Workflow

Candidate Selection Workflow
RESTRICTED WORKFLOWv2

When a candidate is hired for the requisition, automatically change his/her status to declined for all other requisitions.
Yes

Identification

JFA Job
NO

Requisition Title
Physician Assistant/Nurse Practitioner - General Surgery

MyHR Compensation Job Title
Physician Asst/Nurse Pract

Public Department Name
General Surgery

Employee Group (Union Affiliation)
UFCW - Local 7

Number of Openings
1

Group

User Group
Colorado

Structure

Organization

Region Colorado
Entity Kaiser Foundation Health Plan Inc. Subsidiaries
GL Location Lone Tree Medical Offices-NCOA

Primary Location

State Colorado
City Lonetree
Building Lone Tree Medical Offices

Job Field

Area of Interest Nurse Practitioner / Physician Assistant

Department 1608.16055.1410 - General Surgery

Requisition Template C01002 - Physician Asst/Nurse Pract

Overtime Status

Overtime Status
Non-exempt

Finance

Budget

Budgeted? No	Justification Addition - New Headcount
Job Eligible for Benefits Yes	Employee Referral Bonus Activated No

Compensation

Job Grade NP	Pay Basis Hourly	
Minimum Salary 0.0	Midpoint Salary 0.0	Maximum Salary 0.0

Vacancy Details

Schedule, Education, Travel, Goals

Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days	Working Hours Start	Working Hours End

Mon, Tue, Wed, Thu, Fri, Sat, Sun	Varies	Varies
Shift Variable	Education Level bachelor's degree (16 years)	Job Level Individual Contributor
Job Type Standard	Travel Yes, 20 % of the Time	Affirmative Action Goals No Goal

Additional & Scout Information

Additional Information

PA/FNP at Lone Tree

Certification Requirements/Preferences BLS, ACLS

Population:90% adults,10% peds. Cover hospital, Emergency room consults and hospital floor consults. Physician support is always available. Clinic coverage

Work and call Schedule: Variable. 10 hour days, rotating weekends and holidays at Lone Tree

Skills etc: Writing progress notes and discharge summaries in hospital. Managing floor issues wound care drainage. Writing postop orders

Procedures hospital: wound care, incision and drainage of abscesses, frequently pulling drains and chest tubes, have not officially trained for placements, Skin biopsies

In Clinic procedures: Skin cancers squamous cells, cysts, soft tissue lesions, lypomas, Available for emergency draining for I and D, Wound care, Support of nurses and nurse visits

Experience as a APN/PA- but willing to train in preferred/ expected skills. Prefer minimum ONE year experience as PA/ FNP.Position not open to new graduates

Scout Information

Approval is required prior to posting to Scout

Learn More <http://goscoutgo.com/guides/tee/>

View My Scout Postings <https://prod.talentpx.com/tee/go>

EEO Category and Group

EEO Job Category

Professionals

EEO Job Group

2B - Nurses - Specialized

EEO Establishment

Not Specified

Descriptions

External Description

Description - External

APN: Practices professional nursing by the performance of both independent nursing and delegated medical functions in accordance with accepted practice standards. Utilizes specialized knowledge, judgment, and skills involving the application of biological, physical, social, and behavioral science principles.

Functions include patient advocacy and the initiation and performance of nursing care and advanced clinical skills to evaluate, diagnose, and treat human disease, pain, injury, physical or mental conditions, health maintenance and promotion, supportive and restorative care.

PA: Practices medicine as delegated by and under the supervision of a physician in accordance with accepted practice standards. Utilizes specialized knowledge, judgment, and skills involving the application of biological, physical, social, and behavioral science principles.

Functions include patient advocacy and the initiation and performance of medical care to evaluate, diagnose, and treat human disease, pain, injury, physical or mental conditions, health maintenance and promotion, supportive and restorative care.

Essential Responsibilities:

DATA COLLECTION

- Obtains a pertinent medical history, performs an appropriate physical examination, and reviews relevant laboratory or radiologic (or other) studies to assess the patient's medical, physical, psychological, and relevant socio-economic status.
- Will have full access to patient medical records and other information pertinent to those patients under his/her care.

ASSESSMENT

- Formulates an accurate and appropriate diagnosis based on elicited data, and includes differential diagnoses as appropriate.

TREATMENT PLANNING

- Develops and implements treatment plans that are aligned with the practice preferences of the Collaborating/Supervising Physician(s) including orders for medication and/or other treatment modalities, the need for additional testing, consultation to other providers, and follow-up provisions.
- Provides care with attention to safety, efficiency, and cost effectiveness.
- Plans are appropriately prioritized and adapted to the patient and circumstance.

PROCEDURAL CONSIDERATIONS

- Performs procedures within the limits of their expertise and in accordance with the State Regulations and Organizational Policies.

PATIENT EDUCATION AND COUNSELING

- Educates and counsels patients and their families regarding their treatment plan, including disease prevention and health promotion.
- Promotes the availability of culturally-sensitive health and resource information that is evidence-based, patient centered, and enables informed choice.

DOCUMENTATION

- Documents all examination data, diagnostic impressions, appropriate codes, and other patient care activities in the medical record, including the name(s) of any consulted physicians or other providers.

OTHER TASKS

- Observes the principles and techniques of Universal Precautions.
- Conducts telephonic and virtual encounters as appropriate.
- Manages assigned in-basket tasks.
- Takes necessary and appropriate actions in emergency situations.
- Performs other clinical/administrative duties as directed.

VALUE STATEMENTS

- Makes the patient the primary focus of their actions; develops and sustains productive and compassionate patient relationships.
- Leads the health care team by influence, innovation, and by modeling integrated effective patient care and exemplary service.
- Promotes and maintains a physically safe and confidential environment for care.
- Collaborates with all members of the health care team.
- Knows their personal limitations and when to seek advice and/or consultation from other members of the health care team
- Understands and acknowledges the impact of personal values and cultural differences on the patient-provider relationship.

PROFESSIONAL EXPECTATIONS

- Assumes responsibility for maintaining clinical competence through participation in continuing education and other activities.
- Maintains professional certification and active licensure.
- Participates in quality assurance activities including the Peer Review process.
- Participates in the training and/or mentoring of new employees, colleagues, and students.
- Has the quality of their care evaluated by the Collaborating/Supervising Physician(s) as stipulated by State and/or KFHP/CPMG policies.
- Evaluates personal performance and establishes annual goals aligned with KFHP regional expectations.
- Maintains a working knowledge of, and complies with relevant (Federal, State, and/or Organizational) laws, rules, and policies; including licensure and certification.

Educates and promotes the roles of the APN/PA to patients and members of the health care team.

Qualifications - External

Basic Qualifications:

Experience

- N/A

Education

For APNs:

- Master's Degree in Nursing
- Graduation from an accredited graduate nursing program approved by the Colorado State Board of Nursing.

For PAs:

- Bachelor's Degree required.
- Graduation from a program accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)

License, Certification, Registration

For APNs:

- Current un-restricted licensure as a Registered Nurse in the State of Colorado.
- Current active listing in the Colorado Advanced Practice Registry and is in compliance with those requirements.
- On-going BLS Certification required within 90 days of hire.
- National Provider Identification (NPI) and Taxonomy codes required at time of hire.
- Full or Provisional Prescriptive authority required. Must obtain Full Prescriptive Authority within two years of hire date.
- Active DEA Registration Certification by start date. (DEA Registration Certification is not required to bid on a position, but will be required to begin work.)
- Education and Certification must be congruent with population focus of the position. (Example: for positions in Pediatrics, the APN must be certified as either an FNP-BC or PNP-BC).

For PAs:

- Current unrestricted licensure as a Physician Assistant in the State of Colorado.
- Current and continued certification by the National Commission for the Certification of Physician Assistants (NCCPA)
- Ongoing BLS Certification required within 90 days of hire.
- National Provider Identification (NPI) and Taxonomy codes required at time of hire.
- Active DEA Registration Certification by start date. (DEA Registration Certification is not required to bid on a position, but will be required to begin work.)

Additional Requirements:

- Must obtain and remain credentialed by the Colorado Permanente Medical Group by start date.
- For positions requiring the administration of procedural sedation, ACLS certification and procedural sedation competency required within ninety (90) days of hire.

Preferred Qualifications:

- N/A

PA/FNP at Lone Tree

Certification Requirements/Preferences BLS, ACLS

Population:90% adults,10% peds. Cover hospital, Emergency room consults and hospital floor consults. Physician support is always available. Clinic coverage

Work and call Schedule: Variable. 10 hour days, rotating weekends and holidays at Lone Tree

Prefer minimum ONE year experience as PA/FNP. Position not open to new graduates

Marketing Statement

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Internal Description

Description - Internal

Internal Bidding Period: 08/30/2017 to 09/01/2017

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- Formulates an accurate and appropriate diagnosis based on elicited data, and includes differential diagnoses as appropriate.

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- N/A

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For APNs:

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- Bachelor's Degree required.
- Graduation from a program accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)

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PA/FNP at Lone Tree

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Questions	Answer	Result
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	Yes	The Candidate Passes
2. Do you now, or will you in the future, need a student visa (e.g., F-1 OPT or F-1 OPT STEM, F-1 CPT) or employer sponsorship in order to obtain or maintain immigration work authorization? For the purpose of this question "employer sponsorship" includes, but is not limited to H-1B, TN, E-3, O-1, AC-21, I-140 portability, I-485 portability (including J Supplement for I-485) and permanent residency (green card) documentation. <small>Global, Code: 150638 , Type: Single Answer , Visible by: All Candidates</small>	Yes	The Candidate Is Disqualified
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	No	The Candidate Is Disqualified

Questions

Question	Answer	Required/Asset
1. Please indicate the level of education/licensure you possess: <small>Global, Code: KP10034 , Type: Single Answer</small>	I have a master's degree in nursing AND a current unrestricted	Required

	licensure as a Registered Nurse in the state of Colorado and possess a current active listing in the Colorado Advanced Practice Registry.	
	I have a bachelor's degree AND a current unrestricted licensure as a Physician Assistant in the State of Colorado AND am certified by the National Commission for the Certification of Physician Assistant (NCCPA).	Required
	None of the above.	—
2. Please indicate the level of education you possess: Global, Code: KP10036 , Type: Single Answer	I am a graduate of an accredited graduate nursing program approved by the Colorado State Board of Nursing.	Required
	I am a graduate of a program accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA).	Required
	None of the above.	—
3. Do you have a National Provider Identifier (NPI) and Taxonomy code or can you obtain by date of hire? Global, Code: 183967 , Type: Single Answer	Yes	Required
	No	—
	I am actively pursuing	—
4. Do you have a BLS certification OR can one be obtained within 90 days of hire? Global, Code: KP10033 , Type: Single Answer	Yes	Required
	No	—
5. Do you have an active DEA Registration Certification OR can one be obtained by the time of hire? Global, Code: KP10035 , Type: Single Answer	Yes	Required
	No	—

This requisition uses 0 of the 0 questions from the corresponding prescreening model.

Screening

Background Check

Background Screening (provided by LexisNexis)

LexisNexis offers a complete array of employment background screening services that can be tailored to meet your needs. Our background screening products include Criminal History, LexisNexis National Criminal File, Identity Verification, Motor Vehicle Records, Credit Reports, Education Verification, Employment Verification, Esteem®, and more.

LexisNexis Package
Kaiser Background Package

Account Number
Colorado

Drug Screening (provided by LexisNexis)

LexisNexis's comprehensive drug-free workplace programs can include Laboratory Testing Services, Medical Review Officer Services, Specimen Collection, Rapid Drug Screening, and National Scheduling Center.

LexisNexis Package
Kaiser Drug Test Package

Account Number
Colorado

Reporting

KP Talent Acquisition Intake Form

Purpose: The Intake form provides a menu of questions that the Talent Advisor can use to gain an understanding of the role, the ideal candidate and the business needs of the department.

Logistics

Candidates Do you have any pre-identified candidates you would like to consider for this role? Have you interviewed any candidates in the last sixty days that you would like to consider? Work Location Will this position support variable work locations/facilities? What % remote? Are flexible hours an option? Can you please confirm work schedule?

Qualifications and Competencies

Preferred Qualifications: What are the top 3-5 qualifications you must have in a candidate? Provide a realistic preview of what the job will be like and how that fits into your preferred qualifications? Behavioral/Technical Competencies: What differentiates top performers from others on your team? What are your preferred behavioral traits? Key Responsibilities: How would you like me to describe the core responsibilities of the position? What are the challenges of this role? What are the priorities? What will this person need to accomplish in the first 6-12 months to be successful? Is there required training that needs to be completed? Additional Qualifications, Required Licenses, Specialties: What additional licenses, areas of specialty or other qualifications does this role require to be successful?

Candidate Fit

Work Environment and Culture Describe the department culture (flexible, collaborative, service oriented, etc.). How does your department contribute to the overall business strategy at KP? How is this role connected to the organization's larger goals? New Hire Fit Does this position have another job title outside of KP? What are some of the common reasons previous individuals have or have not been successful in this role? What additional information can I tell the candidate to get them excited for the role? Career Path What career/growth opportunities are there for the position? What kind of training will be provided? Compensation What is the budgeted/equity range that you are likely to offer? If needed, is there a sign-on bonus budget? Relocation? ERP bonus (if yes, how much)?

Additional Information

Checklist