

# Registered Nurse (333473)

Status  
Filled

Recruiter  
Dreier, Stacey

Department  
Nephrology

Status Details  
Filled

Hiring Manager  
ZZClarke, Dianne

Primary Location  
Colorado > Englewood > Englewood  
Medical Offices 2955 S. Broadway

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

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Recruiter  
Dreier, Stacey

Hiring Manager  
ZZClarke, Dianne G

Recruiter Assistant  
Garner, Sarah L

Collaborators			
First Name	Last Name	Email	Title
Stacey	Dreier	Stacey.Dreier@kp.org	
Sarah	Garner	Sarah.l.garner@kp.org	

### Candidate Selection Workflow

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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

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Requisition Title  
Registered Nurse

Public Department Name  
Nephrology

Employee Group (Union Affiliation)  
UFCW - Local 7

Number of Openings  
1

### Group

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User Group  
Colorado

## Structure

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### Organization

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

### Primary Location

State Colorado  
City Englewood  
Building Englewood Medical Offices 2955 S. Broadway

### Job Field

Area of Interest Nursing Licensed  
  
Department 1608.16014.1690 - Nephrology  
  
Requisition C00500 - Registered Nurse  
Template

## Overtime Status

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Overtime Status  
Non-exempt

## Finance

### Budget

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

### Compensation

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Job Grade RN	Pay Basis Hourly	
Minimum Salary 33.13	Midpoint Salary 40.94	Maximum Salary 53.3

## Vacancy Details

### Schedule, Education, Travel, Goals

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Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
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Working Days  
Mon, Tue, Wed, Thu, Fri,

Working Hours Start  
8:00 AM

Working Hours End  
4:45 PM

Shift  
Day

Education Level  
high school diploma/GED (12 years)

Job Level  
Individual Contributor

Job Type  
Standard

Travel  
Yes, 25 % of the Time

Affirmative Action Goals  
No Goal

## Additional & Scout Information

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### Additional Information

Position is a Care Coordination RN role. Prefer previous or current experience in a Dialysis Center.

### 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

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EEO Job Category  
Professionals

EEO Job Group  
2A - Nurses - RNs

EEO Establishment  
Not Specified

# Descriptions

## External Description

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### Description - External

Internal Bidding Period: February 25, 2015 - February 27, 2015

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

### Essential Functions:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
- Provides therapy and treatment that is supportive and restorative to life and wellbeing either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for

delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.

- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- N/A

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

##### Preferred Qualifications:

- N/A

Position is a Care Coordination RN role. Prefer previous or current experience in a Dialysis Center.

#### 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, protected veteran status, or disability status.

## Internal Description

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#### Description - Internal

Internal Bidding Period: February 25, 2015 - February 27, 2015

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Functions:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.

- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls back to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
- Provides therapy and treatment that is supportive and restorative to life and wellbeing either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

Qualifications - Internal

Basic Qualifications:

Experience

- N/A

Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.

License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire.

Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

Preferred Qualifications:

- N/A

Position is a Care Coordination RN role. Prefer previous or current experience in a Dialysis Center.

# Pre-Screening

## Disqualification Questions

Questions	Answer	Result
1. Are you 18 years or older? Global, Code: 5052 , Type: Single Answer , Visible by: All Candidates	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. Global, Code: 150638 , Type: Single Answer , Visible by: All Candidates	Yes	The Candidate Is Disqualified
	No	The Candidate Passes

3. Principles of Responsibility:

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

Yes	The Candidate Passes
No	The Candidate Is Disqualified

## Questions

Question	Answer	Required/Asset
<p>1. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible?</p> <p>Global, Code: 179439 , Type: Single Answer</p>	Yes	Required
	No	—
<p>2. Do you have a National Provider Identifier (NPI) and Taxonomy code or can you obtain by date of hire?</p> <p>Global, Code: 183967 , Type: Single Answer</p>	Yes	Required
	No	—
	I am actively pursuing	—
<p>3. Please select all states for where you are licensed as a registered nurse (multiple answers are acceptable).</p> <p>Global, Code: KP08159 , Type: Multiple Answers</p>	California	—
	Colorado	Required
	Georgia	—
	Hawaii	—
	Maryland	—
	Oregon	—
	Virginia	—
	Washington	—
	Washington D.C.	—
	U.S. State that is not listed above	—

None of the above

—

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

# Screening

## Background Check

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### 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

### 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

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# Registered Nurse-Oncology (716216)

Status

Filled

Recruiter

ZZKavai, Sandra

Department

Oncology

Status Details

Filled

Hiring Manager

Alley, Lori

Primary Location

Colorado > Lafayette > Rock Creek  
Medical Offices 280 Exempla Cir.

Requisition Type

Professional

Hired Candidates

1 out of 1

## Logistics

### Owners

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Recruiter

ZZKavai, Sandra

Hiring Manager

Alley, Lori X

Recruiter Assistant

Collins, Audrey

### Candidate Selection Workflow

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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

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JFA Job

NO

Requisition Title

Registered Nurse-Oncology

MyHR Compensation Job Title

Registered Nurse

Public Department Name

Oncology & Infusion Services

Employee Group (Union Affiliation)

UFCW - Local 7

Number of Openings

1

### Group

---

User Group

Colorado

### Structure

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Organization



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

### Primary Location

State Colorado  
City Lafayette  
Building Rock Creek Medical Offices 280 Exempla Cir.

### Job Field

Area of Interest Nursing Licensed  
Specialty Oncology / Radiation / Radiology / Imaging  
Department 1608.16042.1830 - Oncology  
Requisition Template C00500-ONCOL - Registered Nurse-Oncology

### Overtime Status

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Overtime Status  
Non-exempt

## Finance

### Budget

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

### Compensation

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Job Grade RN	Pay Basis Hourly	
Minimum Salary 35.87	Midpoint Salary 44.32	Maximum Salary 57.7

## Vacancy Details

### Schedule, Education, Travel, Goals

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Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days Mon, Tue, Wed, Thu, Fri, Sat	Working Hours Start Varies	Working Hours End Varies
Shift	Education Level	Job Level

Day	high school diploma/GED (12 years)	Entry Level
Job Type	Travel	Affirmative Action Goals
Standard	Yes, 5 % of the Time	No Goal

## Additional & Scout Information

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### Additional Information

ONS Chemotherapy/Biotherapy Certification required

-BLS required

-Oncology/Infusion Center experience required

-Must be able to cover other Oncology/Infusion Service locations in Denver/Boulder region

### 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

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### EEO Job Category

Professionals

### EEO Job Group

2A - Nurses - RNs

### EEO Establishment

Not Specified

# Descriptions

## External Description

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### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

### Essential Responsibilities:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports, and record data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.
- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority. Administers intravenous therapy and other medications.
- Providing therapy and treatment that is supportive and restorative to life and wellbeing either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.

- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.
- The union and the company are currently investigating the minimum qualifications for this position. If it is determined that the qualifications need to be changed, some of the specialty experience may not be required.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- Minimum one (1) year of oncology experience within the previous five years.

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a RN in the State of Colorado.
- Ongoing BLS certification required within 90 days of hire.
- Certification in chemotherapy administration.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.
- Independent, critical thinking necessary.
- Excellent IV and communication skills and function well in a team setting.

##### Preferred Qualifications:

- National Provider Identifier (NPI) & Taxonomy code at time of hire.

##### ONS Chemotherapy/Biotherapy Certification required

-BLS required

-Oncology/Infusion Center experience required

-Must be able to cover other Oncology/Infusion Service locations in Denver/Boulder region

#### 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

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#### Description - Internal

Internal Bidding Period: 07/10/2018 to 07/12/18

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

Essential Responsibilities:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports, and record data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.
- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority. Administers intravenous therapy and other medications.
- Providing therapy and treatment that is supportive and restorative to life and wellbeing either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.
- The union and the company are currently investigating the minimum qualifications for this position. If it is determined that the qualifications need to be changed, some of the specialty experience may not be required.

Qualifications - Internal

Basic Qualifications:

Experience

- Minimum one (1) year of oncology experience within the previous five years.

Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

License, Certification, Registration

- Currently licensed as a RN in the State of Colorado.
- Ongoing BLS certification required within 90 days of hire.
- Certification in chemotherapy administration.

Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.
- Independent, critical thinking necessary.
- Excellent IV and communication skills and function well in a team setting.

Preferred Qualifications:

- National Provider Identifier (NPI) & Taxonomy code at time of hire.

ONS Chemotherapy/Biotherapy Certification required

-BLS required

-Oncology/Infusion Center experience required

-Must be able to cover other Oncology/Infusion Service locations in Denver/Boulder region

# Pre-Screening

## Disqualification Questions

Questions	Answer	Result
1. Are you 18 years or older?	No	To Be Verified

Global, Code: 5052 , Type: Single Answer , Visible by: All Candidates	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. Global, Code: 150638 , Type: Single Answer , Visible by: All Candidates	Yes	The Candidate Is Disqualified
	No	The Candidate Passes
3. Principles of Responsibility:  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	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

## Questions

Question	Answer	Required/Asset
1. How many years of oncology experience do you have within the previous five (5) years? Global, Code: KP17180 , Type: Single Answer	None	—
	Less than 1 year	—
	1 year, less than 2 years	Required
	2 years, less than 3 years	Required
	3 years, less than 4 years	Required
	4 years, less than 5 years	Required
	5 years, less than 6 years	Required

6 years, less than 7 years	Required
7 years, less than 8 years	Required
8 years, less than 9 years	Required
9 years, less than 10 years	Required
10 years, less than 11 years	Required
11 years, less than 12 years	Required
12 years, less than 13 years	Required
13 years, less than 14 years	Required
14 years, less than 15 years	Required
15 years or more	Required

2. Please indicate your highest level of degree completed.  
Global, Code: KP00001 , Type: Single Answer

high school diploma / GED (12 years)	Required
technical diploma (13 years)	Required
associate's degree / college diploma (14 years)	Required
bachelor's degree (16 years)	Required
master's degree (18 years)	Required
doctorate degree (over 19 years)	Required
None of the above	—

3. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible?  
Global, Code: 179439 , Type: Single Answer

Yes	Required
No	—

4. 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	—
5. Do you have a Basic Life Support (BLS) for Healthcare Providers certification OR can obtain it within 90 day of hire date? Global, Code: 196513 , Type: Single Answer	Yes.	Required
	No.	—
6. Do you have a certification in chemotherapy administration? Global, Code: 74912 , Type: Single Answer	Yes.	Required
	No.	—
	I am actively pursuing.	—
7. Do you have a National Provider Identifier (NPI) and Taxonomy code? Global, Code: 120192 , Type: Single Answer	Yes	Asset
	No	—
	No, but I am actively pursuing	—

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

## Screening

### Background Check

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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

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### Assessment

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Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution  
Patient Care - RN Medication Assessment

Online Assessment Solution  
-

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# 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



# Registered Nurse-PACU (764832)

Status  
Filled

Recruiter  
Dreier, Stacey

Department  
Day Surgery-Recovery Room

Status Details  
Filled

Hiring Manager  
Reimann, Elizabeth

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

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

---

Recruiter  
Dreier, Stacey

Hiring Manager  
Reimann, Elizabeth M

Recruiter Assistant  
Collins, Audrey

Collaborators			
First Name	Last Name	Email	Title
Requisitions	KP	KP-Requisitions@kp.org	
Jessica	Bidlingmaier	jessica.bidlingmaier@kp.org	
Jayme	Berger	jayme.berger@kp.org	

### Candidate Selection Workflow

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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  
Registered Nurse-PACU

MyHR Compensation Job Title  
Registered Nurse

Public Department Name  
KASC- RECOVERY ROOM

Employee Group (Union Affiliation)  
UFCW - Local 7

My Org  
059603

Number of Openings  
1

## Group

---

User Group  
Colorado

## Structure

---

### Organization

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

### Primary Location

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

### Job Field

Area of Interest Nursing Licensed  
Specialty Perioperative / Amb Surg  
Department 1608.16002.2379 - Day Surgery-Recovery Room  
Requisition Template C00500-PACU - Registered Nurse-PACU

## Overtime Status

---

Overtime Status  
Non-exempt

# Finance

## Budget

---

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

## Compensation

---

Job Grade RN	Pay Basis Hourly	
Minimum Salary 36.96	Midpoint Salary 45.67	Maximum Salary 59.45

# Vacancy Details

## Schedule, Education, Travel, Goals

---

Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days Mon, Tue, Wed, Thu, Fri, Sat, Sun	Working Hours Start Varies	Working Hours End Varies
Shift Variable	Education Level high school diploma/GED (12 years)	Job Level Entry Level
Job Type Standard	Travel Yes, 15 % of the Time	Affirmative Action Goals No Goal

## EEO Category and Group

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EEO Job Category  
Professionals

EEO Job Group  
2A - Nurses - RNs

EEO Establishment  
Not Specified

# Descriptions

## External Description

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### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

### Essential Responsibilities:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10).
- Collects subjective and objective data.
- Analyzes reports, and record data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider.
- Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.
- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority.
- Administers intravenous therapy and other medications.

- Providing therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others.
- Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance.
- Review and monitor therapy and treatment patient plans.
- Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources.
- Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.
- In addition to defined technical requirements, accountable for consistently demonstrating service behaviors and principles defined by the Kaiser Permanente Service Quality Credo, the KP Mission as well as specific departmental/organizational initiatives. Also accountable for consistently demonstrating the knowledge, skills, abilities, and behaviors necessary to provide superior and culturally sensitive service to each other, to our members, and to purchasers, contracted providers and vendors.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- Minimum one (1) year of recent, dedicated PACU experience required OR three (3) to five (5) years of recent surgical ICU or E.R experience.

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- Current certification in ACLS required or must be obtained within ninety (90) days of hire.
- Certification in PALS must be obtained within one (1) year of hire.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

##### Preferred Qualifications:

- Bachelor ' s degree in nursing preferred.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire preferred.

#### 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

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#### Description - Internal

Internal Bidding Period: 1/24/2019 to 01/28/2019

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Responsibilities:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10).
- Collects subjective and objective data.
- Analyzes reports, and record data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider.
- Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.
- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority.
- Administers intravenous therapy and other medications.
- Providing therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others.
- Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance.
- Review and monitor therapy and treatment patient plans.
- Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources.
- Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.
- In addition to defined technical requirements, accountable for consistently demonstrating service behaviors and principles defined by the Kaiser Permanente Service Quality Credo, the KP Mission as well as specific departmental/organizational initiatives. Also accountable for consistently demonstrating the knowledge, skills, abilities, and behaviors necessary to provide superior and culturally sensitive service to each other, to our members, and to purchasers, contracted providers and vendors.

#### Qualifications - Internal

##### Basic Qualifications:

##### Experience

- Minimum one (1) year of recent, dedicated PACU experience required OR three (3) to five (5) years of recent surgical ICU or E.R experience.

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- Current certification in ACLS required or must be obtained within ninety (90) days of hire.
- Certification in PALS must be obtained within one (1) year of hire.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

##### Preferred Qualifications:

- Bachelor ' s degree in nursing preferred.

- National Provider Identifier (NPI) and Taxonomy code required at time of hire preferred.

# 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:  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? <small>Global, Code: 39393 , Type: Single Answer , Visible by: External Candidates</small>	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

## Questions

Question	Answer	Required/Asset
1. Do you have a minimum one (1) year of recent, dedicated PACU experience OR do you have a minimum three (3) years of recent surgical ICU or E.R experience? <small>Global, Code: KP09034 , Type: Single Answer</small>	Yes	Required
	No	—

<p>2. Please indicate your highest level of degree completed. Global, Code: KP00001 , Type: Single Answer</p>	high school diploma / GED (12 years)	Required
	technical diploma (13 years)	Required
	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—
<p>3. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer</p>	Yes	Required
	No	—
<p>4. Do you have a bachelor's of science degree in nursing (BSN) or higher? Global, Code: 27513 , Type: Single Answer</p>	Yes	Asset
	No	—
	I am actively pursuing	—
<p>5. Please select all states for where you are licensed as a registered nurse (multiple answers are acceptable). Global, Code: KP08159 , Type: Multiple Answers</p>	California	—
	Colorado	Required
	Georgia	—
	Hawaii	—
	Maryland	—
	Oregon	—
	Virginia	—
	Washington	—
	Washington D.C.	—
	U.S. State that is not listed above	—
None of the above	—	
<p>6. Do you have a National Provider Identifier (NPI) and Taxonomy code? Global, Code: 120192 , Type: Single Answer</p>	Yes	Asset
	No	—
	No, but I am actively pursuing	—
<p>7. Do you have a current Advanced Cardiac Life Support (ACLS) certification? Global, Code: 15517 , Type: Single Answer</p>	Yes	Asset
	No	—
	I am actively pursuing	—

8. Do you have a/an current Pediatric Advanced Live Support (PALS) from the American Heart Association? Global, Code: 9654 , 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

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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	Account Number
Kaiser Background Package	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	Account Number
Kaiser Drug Test Package	Colorado

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## Assessment

Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution	Online Assessment Solution
Patient Care - RN Medication Assessment	-

# 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?

Please provide answers to the Logistics questions below. Intake recently done on identical role. Based out of Franklin/ could float to Lone Tree Will be doing a schedule of three 12's in a row

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

Please provide answers to the Qualifications and Competencies questions below. Need a yr. of dedicated PACU. Pre-op okay but needing the Pacu; Need BLS and ACLS



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 CultureDescribe 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 FitDoes 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 PathWhat career/growth opportunities are there for the position?What kind of training will be provided? CompensationWhat 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

Please provide answers to the Candidate Fit questions below.

busy dept. Opening new rooms/ floors. Intake of procedures will be growing. Will recover patients under heavy anesthesia on variety of procedures.

Checklist

# Registered Nurse (296806)

Status  
Filled

Recruiter  
Garner, Sarah

Department  
Primary Care

Status Details  
Filled

Hiring Manager  
Watkins, Mary

Primary Location  
Colorado > Englewood > Englewood  
Medical Offices 2955 S. Broadway

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

---

Recruiter  
Garner, Sarah L

Hiring Manager  
Watkins, Mary K

Hiring Manager Assistant  
ZZHiniker, Rossana

Collaborators			
First Name	Last Name	Email	Title
Stacey	Dreier	Stacey.Dreier@kp.org	
Sarah	Garner	Sarah.l.garner@kp.org	
Melissa	Love	Melissa.i.love@kp.org	
Mary	Watkins	Mary.K.Watkins@kp.org	

### Candidate Selection Workflow

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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

---

Requisition Title  
Registered Nurse

Public Department Name  
Primary 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 Englewood Medical Offices-NCOA

### Primary Location

State Colorado  
City Englewood  
Building Englewood Medical Offices 2955 S. Broadway

### Job Field

Area of Interest Nursing Licensed  
  
Department 1608.16014.2230 - Primary Care  
  
Requisition C00500 - Registered Nurse  
Template

## Overtime Status

---

Overtime Status  
Non-exempt

## Finance

### Budget

---

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

### Compensation

---

Job Grade RN	Pay Basis Hourly	
Minimum Salary 33.13	Midpoint Salary 40.94	Maximum Salary 53.3

## Vacancy Details

### Schedule, Education, Travel, Goals

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Employee Status	Schedule	Scheduled Hours (1-40)
-----------------	----------	------------------------

Regular	Full-time	40
Working Days Variable	Working Hours Start Variable	Working Hours End Variable
Shift Day	Education Level high school diploma/GED (12 years)	Job Level Individual Contributor
Job Type Standard	Travel Yes, 5 % of the Time	Affirmative Action Goals No Goal

## Additional & Scout Information

---

### Additional Information

Primary Care, Emergency/Urgent Care/Peds experience preferred. Will travel to other KP locations for coverage as needed.

### 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

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### EEO Job Category

Professionals

### EEO Job Group

2A - Nurses - RNs

### EEO Establishment

Not Specified

# Descriptions

## External Description

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### Description - External

Internal Bidding Period: November 4, 2014 - November 6, 2014

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

### Essential Functions:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.

- Provides therapy and treatment that is supportive and restorative to life and wellbeing either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- N/A

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

##### Preferred Qualifications:

- N/A

Primary Care, Emergency/Urgent Care/Peds experience preferred. Will travel to other KP locations for coverage as needed.

#### 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, protected veteran status, or disability status.

## Internal Description

---

#### Description - Internal

Internal Bidding Period: November 4, 2014 - November 6, 2014

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Functions:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
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- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
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- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

Qualifications - Internal

Basic Qualifications:

Experience

- N/A

Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.

License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire.

Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

Preferred Qualifications:

- N/A

Primary Care, Emergency/Urgent Care/Peds experience preferred. Will travel to other KP locations for coverage as needed.

# 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,	Yes	The Candidate Is Disqualified
	No	The Candidate Passes

I-140 portability, I-485 portability (including J Supplement for I-485) and permanent residency (green card) documentation.

Global, Code: 150638 , Type: Single Answer , Visible by: All Candidates

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. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer	Yes	Required
	No	—
2. NUR2709 - Are you licensed as a Registered Nurse in the State of Colorado? Global, Code: 70194 , Type: Single Answer	Yes.	Required
	No.	—
	I am actively pursuing.	—
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	—

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

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# Registered Nurse (614809)

Status

Filled

Recruiter

Garner, Sarah

Department

Primary Care

Status Details

Filled

Hiring Manager

Kamilatos, Kristine

Primary Location

Colorado > Englewood > Englewood  
Medical Offices 2955 S. Broadway

Requisition Type

Professional

Hired Candidates

1 out of 1

## Logistics

### Owners

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Recruiter

Garner, Sarah L

Hiring Manager

Kamilatos, Kristine M

Recruiter Assistant

Collins, Audrey

### Candidate Selection Workflow

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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

Registered Nurse

MyHR Compensation Job Title

Registered Nurse

Public Department Name

Primary 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 Englewood Medical Offices-NCOA

### Primary Location

State Colorado  
City Englewood  
Building Englewood Medical Offices 2955 S. Broadway

### Job Field

Area of Interest Nursing Licensed

Department 1608.16014.2230 - Primary Care

Requisition Template C00500 - Registered Nurse

### Overtime Status

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Overtime Status  
Non-exempt

## Finance

### Budget

---

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

### Compensation

---

Job Grade RN	Pay Basis Hourly	
Minimum Salary 35.16	Midpoint Salary 41.37	Maximum Salary 52.54

## Vacancy Details

### Schedule, Education, Travel, Goals

---

Employee Status Regular	Schedule Part-time	Scheduled Hours (1-40) 32
Working Days Mon, Tue, Wed, Thu, Fri	Working Hours Start 8:15 AM	Working Hours End 5:00 PM
Shift Day	Education Level high school diploma/GED (12 years)	Job Level Entry Level
Job Type	Travel	Affirmative Action Goals

Standard

Yes, 5 % of the Time

No Goal

## EEO Category and Group

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EEO Job Category  
Professionals

EEO Job Group  
2A - Nurses - RNs

EEO Establishment  
Not Specified

## Descriptions

### External Description

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#### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Responsibilities:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls back to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
- Provides therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- N/A

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

#### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

#### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

#### Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

#### 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

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#### Description - Internal

Internal Bidding Period: 07/11/2017 to 07/13/2017

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Responsibilities:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls back to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
- Provides therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

Qualifications - Internal

Basic Qualifications:

Experience

- N/A

Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

# 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:  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	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

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. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer	Yes	Required
	No	—
2. Please indicate your highest level of degree completed. Global, Code: KP00001 , Type: Single Answer	high school diploma / GED (12 years)	Required
	technical diploma (13 years)	Required
	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—
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 National Provider Identifier (NPI) and Taxonomy code or can you obtain by date of hire?	Yes	Asset

Global, Code: 183967 , Type: Single Answer

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

Account Number

Kaiser Background Package

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

Account Number

Kaiser Drug Test Package

Colorado

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### Assessment

Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution

Online Assessment Solution

Patient Care - RN Medication Assessment

-

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## 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



# Registered Nurse (698162)

Status  
Filled

Recruiter  
ZZKavai, Sandra

Department  
Pulmonology

Status Details  
Filled

Hiring Manager  
Read, Cheryl

Primary Location  
Colorado > Lafayette > Rock Creek  
Medical Offices 280 Exempla Cir.

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

---

Recruiter  
ZZKavai, Sandra

Hiring Manager  
Read, Cheryl L

Recruiter Assistant  
Collins, Audrey

Hiring Manager Assistant  
Estok, Denise M

### Candidate Selection Workflow

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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  
Registered Nurse

MyHR Compensation Job Title  
Registered Nurse

Public Department Name  
Pulmonology

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 Rock Creek Medical Offices-NCOA

## Primary Location

State Colorado  
City Lafayette  
Building Rock Creek Medical Offices 280 Exempla Cir.

## Job Field

Area of Interest Nursing Licensed  
  
Department 1608.16042.2290 - Pulmonology  
  
Requisition Template C00500 - Registered Nurse

## Overtime Status

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Overtime Status  
Non-exempt

# Finance

## Budget

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

## Compensation

---

Job Grade RN	Pay Basis Hourly	
Minimum Salary 35.87	Midpoint Salary 44.32	Maximum Salary 57.7

# 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	Varies	Varies
Shift	Education Level	Job Level
Day	high school diploma/GED (12 years)	Entry Level
Job Type	Travel	Affirmative Action Goals
Standard	Yes, 50 % of the Time	No Goal

## Additional & Scout Information

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### Additional Information

Position will be based at Rock Creek, but will also cover Skyline.  
Travel could be 50%

### 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

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EEO Job Category  
Professionals

EEO Job Group  
2A - Nurses - RNs

EEO Establishment  
Not Specified

# Descriptions

## External Description

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### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

### Essential Responsibilities:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
- Provides therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente

guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.

- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- N/A

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

##### Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

#### 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

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#### Description - Internal

Internal Bidding Period: 05/08/2018 to 05/10/2018

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

##### Essential Responsibilities:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.

- Uses data to identify health care problems and create plan.
- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls back to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
- Provides therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

Qualifications - Internal

Basic Qualifications:

Experience

- N/A

Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

# 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.	Yes	The Candidate Is Disqualified
	No	The Candidate Passes

Global, Code: 150638 , Type: Single Answer ,  
Visible by: All Candidates

3. Principles of Responsibility:

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

Yes	The Candidate Passes
No	The Candidate Is Disqualified

## Questions

Question	Answer	Required/Asset
1. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer	Yes	Required
	No	—
2. Please indicate your highest level of degree completed. Global, Code: KP00001 , Type: Single Answer	high school diploma / GED (12 years)	Required
	technical diploma (13 years)	Required
	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—

<p>3. Please select all states for where you are licensed as a registered nurse (multiple answers are acceptable). Global, Code: KP08159 , Type: Multiple Answers</p>	California	—
	Colorado	Required
	Georgia	—
	Hawaii	—
	Maryland	—
	Oregon	—
	Virginia	—
	Washington	—
	Washington D.C.	—
	U.S. State that is not listed above	—
	None of the above	—
<p>4. 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</p>	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

### Assessment

---

Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution  
Patient Care - RN Medication Assessment

Online Assessment Solution  
-

# 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



# Quality/ResourceCoordinator R (644668)

Status  
Filled

Recruiter  
ZZHer, Lilian

Department  
Rgnl Quality Resource Mgmt

Status Details  
Filled

Hiring Manager  
Cordova, Lori

Primary Location  
Colorado > Aurora > Waterpark II 2530 S.  
Parker Rd.

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

---

Recruiter  
ZZHer, Lilian

Hiring Manager  
Cordova, Lori L

Hiring Manager Assistant  
Yaft, Mena R

Collaborators			
First Name	Last Name	Email	Title
Requisitions	KP	KP-Requisitions@kp.org	
Mena	Yaft	mena.r.yaft@kp.org	

### Candidate Selection Workflow

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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  
Quality/ResourceCoordinator R

MyHR Compensation Job Title  
Quality/ResourceCoordinator R

Public Department Name  
Resource Stewardship

Employee Group (Union Affiliation)  
UFCW - Local 7

My Org  
117672

Number of Openings  
1

### Group

---

User Group  
Colorado

## Structure

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### Organization

Region Colorado  
Entity Kaiser Foundation Health Plan Inc. Subsidiaries

### Primary Location

State Colorado  
City Aurora  
Building Waterpark II 2530 S. Parker Rd.

### Job Field

Area of Interest QA / UR / Case Management  
  
Department 1608.16018.6464 - Rgnl Quality Resource Mgmt  
  
Requisition Template C03305 - Quality/ResourceCoordinator R

## Overtime Status

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Overtime Status  
Non-exempt

## Finance

### Budget

---

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

### Compensation

---

Job Grade RN	Pay Basis Hourly	
Minimum Salary 35.16	Midpoint Salary 41.37	Maximum Salary 52.54

## Vacancy Details

Schedule, Education, Travel, Goals

---

Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days Mon - Fri	Working Hours Start Varies	Working Hours End Varies
Shift Day	Education Level high school diploma/GED (12 years)	Job Level Individual Contributor
Job Type Standard	Travel No	Affirmative Action Goals No Goal

## EEO Category and Group

---

EEO Job Category  
Professionals

EEO Job Group  
2A - Nurses - RNs

EEO Establishment  
Not Specified

# Descriptions

## External Description

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### Description - External

Provides assessment and monitoring of resource utilization, coordinates outside referrals, provider practice patterns, quality of care, and coordination of our members continuing care needs. Maintain and support a culture of compliance, ethics and integrity. Responsible for ensuring ongoing compliance for the department. Maintains knowledge of policies and procedures and performs in accordance with applicable regulatory requirements, external laws and accreditation standards as they relate to the department.

### Essential Functions:

- Determines and manages appropriate levels of care and services; using clinical knowledge, established guidelines, and physician consultation.
- Implements changes in contract benefits, state and federal regulations, and established review criteria guidelines.
- Synthesizes and analyzes a large volume of data related to the member, benefits, eligibility, facilities, contracts, and clinical status to identify issues and facilitate problem solving that results in continuity of care, quality of care and optimal resource management for the patient.
- Coordinates care with various internal and external customers to facilitate high quality, timely, and cost effective care and service.
- Consults and educates other staff, physicians, departments and members regarding resource management options that provide high quality while efficiently using available resources.

### Qualifications - External

#### Basic Qualifications:

##### Experience

- Three (3) to five (5) years of clinical experience in healthcare setting.
- Experience in utilization review, case management, discharge planning, and managed care.

##### Education

- High School Diploma or GED

##### Licenses, Certifications, Registrations

- Current unrestricted license as a Registered Nurse in the State of Colorado.

#### Additional Requirements:

- N/A.

#### Preferred Qualifications:

- Three (3) to five (5) years of hospital experience in ICU, CCU, Med/Surg.
- Associate's degree in Nursing.

## 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

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### Description - Internal

Internal Bidding Period: 11/08/2017 to 11/10/17

Provides assessment and monitoring of resource utilization, coordinates outside referrals, provider practice patterns, quality of care, and coordination of our members continuing care needs. Maintain and support a culture of compliance, ethics and integrity. Responsible for ensuring ongoing compliance for the department. Maintains knowledge of policies and procedures and performs in accordance with applicable regulatory requirements, external laws and accreditation standards as they relate to the department.

### Essential Functions:

- Determines and manages appropriate levels of care and services; using clinical knowledge, established guidelines, and physician consultation.
- Implements changes in contract benefits, state and federal regulations, and established review criteria guidelines.
- Synthesizes and analyzes a large volume of data related to the member, benefits, eligibility, facilities, contracts, and clinical status to identify issues and facilitate problem solving that results in continuity of care, quality of care and optimal resource management for the patient.
- Coordinates care with various internal and external customers to facilitate high quality, timely, and cost effective care and service.
- Consults and educates other staff, physicians, departments and members regarding resource management options that provide high quality while efficiently using available resources.

### Qualifications - Internal

#### Basic Qualifications:

##### Experience

- Three (3) to five (5) years of clinical experience in healthcare setting.
- Experience in utilization review, case management, discharge planning, and managed care.

##### Education

- High School Diploma or GED

##### Licenses, Certifications, Registrations

- Current unrestricted license as a Registered Nurse in the State of Colorado.

##### Additional Requirements:

- N/A.

##### Preferred Qualifications:

- Three (3) to five (5) years of hospital experience in ICU, CCU, Med/Surg.
- Associate's degree in Nursing.

## 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. How many years of experience do you have in clinical health care?</p> <p>Global, Code: KP02023 , Type: Single Answer</p>	None	—
	Less than 1 year	—
	1 year, less than 2 years	—
	2 years, less than 3 years	—

3 years, less than 4 years	Required
4 years, less than 5 years	Required
5 years, less than 6 years	Required
6 years, less than 7 years	Required
7 years, less than 8 years	Required
8 years, less than 9 years	Required
9 years, less than 10 years	Required
10 years, less than 11 years	Required
11 years, less than 12 years	Required
12 years, less than 13 years	Required
13 years, less than 14 years	Required
14 years, less than 15 years	Required
15 years or more	Required
2. How many years of experience do you have with utilization review, case management, discharge planning, & managed care? Global, Code: 75064 , Type: Single Answer	None
	—
	Required
1 year, less than 2 years	Required
2 years, less than 3 years	Required
3 years, less than 4 years	Required
4 years, less than 5 years	Required
5 years, less than 6 years	Required
6 years, less than 7 years	Required
7 years, less than 8 years	Required
8 years, less than 9 years	Required
9 years, less than 10 years	Required
10 years, less than 11 years	Required

11 years, less than 12 years	Required
12 years, less than 13 years	Required
13 years, less than 14 years	Required
14 years, less than 15 years	Required
15 years or more	Required

3. How many years of clinical experience, preferably in ICU, CCU, or Med/Surg, do you have in a hospital setting?

Global, Code: 191017 , Type: Single Answer

None	—
Less than 1 year	—
1 year, less than 2 years	—
2 years, less than 3 years	—
3 years, less than 4 years	Asset
4 years, less than 5 years	Asset
5 years, less than 6 years	Asset
6 years, less than 7 years	Asset
7 years, less than 8 years	Asset
8 years, less than 9 years	Asset
9 years, less than 10 years	Asset
10 years, less than 11 years	Asset
11 years, less than 12 years	Asset
12 years, less than 13 years	Asset
13 years, less than 14 years	Asset
14 years, less than 15 years	Asset
15 years or more	Asset

4. Please indicate your highest level of degree completed.

Global, Code: KP00001 , Type: Single Answer

high school diploma / GED (12 years)	Required
technical diploma (13 years)	Required
associate's degree / college diploma (14 years)	Required

	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—
5. Do you have an associate's degree or higher in nursing? Global, Code: 191426 , Type: Single Answer	Yes	Asset
	No	—
6. 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	—	

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

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## 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

# Registered Nurse - Transplant Coordinator (494470)

## Status

Filled

## Recruiter

Dreier, Stacey

## Department

Med Fac-Transplant Svc Admin

## Status Details

Filled

## Hiring Manager

ZZBergman, Kristine

## Primary Location

Colorado > Denver > Franklin Medical  
Offices 2045 Franklin St.

## Requisition Type

Professional

## Hired Candidates

1 out of 1

## Logistics

### Owners

---

#### Recruiter

Dreier, Stacey

#### Hiring Manager

ZZBergman, Kristine L

#### Recruiter Assistant

Collins, Audrey

### Candidate Selection Workflow

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#### 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

Registered Nurse - Transplant Coordinator

#### MyHR Compensation Job Title

Registered Nurse

#### Public Department Name

Transplant Care Coordination

#### 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 Franklin Medical Offices-NCOA

### Primary Location

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

### Job Field

Area of Interest Nursing Licensed

Department 1608.16002.5646 - Med Fac-Transplant Svc Admin

Requisition Template C00500-TRANS - Registered Nurse- Transplant Coordinator

### Overtime Status

---

Overtime Status  
Non-exempt

## Finance

### Budget

---

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

### Compensation

---

Job Grade RN	Pay Basis Hourly	
Minimum Salary 34.47	Midpoint Salary 42.6	Maximum Salary 55.46

## Vacancy Details

### Schedule, Education, Travel, Goals

---

Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days Mon-Fri	Working Hours Start Variable	Working Hours End Variable
Shift Day	Education Level high school diploma/GED (12 years)	Job Level Entry Level

Job Type  
Standard

Travel  
Yes, 50 % of the Time

Affirmative Action Goals  
No Goal

## Additional & Scout Information

---

### Additional Information

Position will be based at Franklin, may need to travel to the Transplant COE.

### 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

2A - Nurses - RNs

### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

### Essential Functions:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10).
- Collects subjective and objective data.
- Analyzes reports, and record data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider.
- Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.
- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority.
- Administers intravenous therapy and other medications.
- Providing therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others.
- Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance.

- Review and monitor therapy and treatment patient plans.
- Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services.
- Manages populations of patients to ensure appropriate utilization of health care resources.
- Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- Minimum three (3) years of clinical experience in a hospital setting, preferably in the transplant arena. (ICU, CCU, Med-Surg also helpful).
- Experience in utilization review, case management, discharge planning, and managed care.

##### Education

- Applicant must be a graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.
- Knowledge of Medicare coverage guidelines and medical criteria such as Interqual or Milliman and Robertson.
- Quality and utilization review methods; statistical techniques; utilization management compliance standards; and, regulatory elements.
- Effective interpersonal, communication, and negotiating skills required.
- Computer skills in Microsoft Office products and database management required.
- May be required to be on-call after hours, on holidays and weekends.
- Travel is required 2-3 times per year to meet continuing education requirements.
- Determines and manages appropriate levels of transplant care and services; using clinical knowledge, established guidelines, and physician consultation.
- Implements changes in contract benefits, state and federal regulations, and established review criteria guidelines.
- Synthesizes and analyzes a large volume of data related to the member, benefits, eligibility, facilities, contracts, and clinical status to identify issues and facilitate problem solving that results in continuity of care, quality of care and optimal resource management for the patient.

##### Preferred Qualifications:

- BSN preferred.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire preferred.

Position will be based at Franklin, may need to travel to the Transplant COE.

#### 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

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#### Description - Internal

Internal Bidding Period: June 15, 2016 - June 17, 2016

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Functions:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10).
- Collects subjective and objective data.
- Analyzes reports, and record data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider.
- Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.
- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority.
- Administers intravenous therapy and other medications.
- Providing therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others.
- Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance.
- Review and monitor therapy and treatment patient plans.
- Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services.
- Manages populations of patients to ensure appropriate utilization of health care resources.
- Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - Internal

##### Basic Qualifications:

##### Experience

- Minimum three (3) years of clinical experience in a hospital setting, preferably in the transplant arena. (ICU, CCU, Med-Surg also helpful).
- Experience in utilization review, case management, discharge planning, and managed care.

##### Education

- Applicant must be a graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

#### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.
- Knowledge of Medicare coverage guidelines and medical criteria such as Interqual or Milliman and Robertson.
- Quality and utilization review methods; statistical techniques; utilization management compliance standards; and, regulatory elements.

- Effective interpersonal, communication, and negotiating skills required.
- Computer skills in Microsoft Office products and database management required.
- May be required to be on-call after hours, on holidays and weekends.
- Travel is required 2-3 times per year to meet continuing education requirements.
- Determines and manages appropriate levels of transplant care and services; using clinical knowledge, established guidelines, and physician consultation.
- Implements changes in contract benefits, state and federal regulations, and established review criteria guidelines.
- Synthesizes and analyzes a large volume of data related to the member, benefits, eligibility, facilities, contracts, and clinical status to identify issues and facilitate problem solving that results in continuity of care, quality of care and optimal resource management for the patient.

Preferred Qualifications:

- BSN preferred.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire preferred.

Position will be based at Franklin, may need to travel to the Transplant COE.

# 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:  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.	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

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. How many years of experience do you have in/with clinical experience in hospital setting? Global, Code: 30752 , Type: Single Answer	None	—
	Less than 1 year	—
	1 year, less than 2 years	—
	2 years, less than 3 years	—
	3 years, less than 4 years	Required
	4 years, less than 5 years	Required
	5 years, less than 6 years	Required
	6 years, less than 7 years	Required
	7 years, less than 8 years	Required
	8 years, less than 9 years	Required
	9 years, less than 10 years	Required
	10 years, less than 11 years	Required
	11 years, less than 12 years	Required
	12 years, less than 13 years	Required
	13 years, less than 14 years	Required
14 years, less than 15 years	Required	
15 years or more	Required	
2. How many years of experience do you have with utilization review, case management, & discharge planning? Global, Code: 19075 , Type: Single Answer	None	—
	Less than 1 year	Required
	1 year, less than 2 years	Required
	2 years, less than 3 years	Required



3 years, less than 4 years	Required
4 years, less than 5 years	Required
5 years, less than 6 years	Required
6 years, less than 7 years	Required
7 years, less than 8 years	Required
8 years, less than 9 years	Required
9 years, less than 10 years	Required
10 years, less than 11 years	Required
11 years, less than 12 years	Required
12 years, less than 13 years	Required
13 years, less than 14 years	Required
14 years, less than 15 years	Required
15 years or more	Required
3. How many years of experience do you have in ICU, CCU, and Med-Surg? Global, Code: 74212 , Type: Single Answer	None
	—
	Less than 1 year
	Asset
	1 year, less than 2 years
	Asset
	2 years, less than 3 years
	Asset
	3 years, less than 4 years
	Asset
	4 years, less than 5 years
	Asset
	5 years, less than 6 years
	Asset
	6 years, less than 7 years
	Asset
	7 years, less than 8 years
	Asset
	8 years, less than 9 years
	Asset
	9 years, less than 10 years
	Asset
	10 years, less than 11 years
	Asset

	11 years, less than 12 years	Asset
	12 years, less than 13 years	Asset
	13 years, less than 14 years	Asset
	14 years, less than 15 years	Asset
	15 years or more	Asset
<p>4. Please indicate your highest level of degree completed. Global, Code: KP00001 , Type: Single Answer</p>	high school diploma / GED (12 years)	Required
	technical diploma (13 years)	Required
	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—
<p>5. Please select all states for where you are licensed as a registered nurse (multiple answers are acceptable). Global, Code: KP08159 , Type: Multiple Answers</p>	California	—
	Colorado	Required
	Georgia	—
	Hawaii	—
	Maryland	—
	Oregon	—
	Virginia	—
	Washington	—
	Washington D.C.	—
	U.S. State that is not listed above	—
	None of the above	—
<p>6. Do you have a current Basic Life Support (BLS) certification? Global, Code: 5516 , Type: Single Answer</p>	Yes	Asset
	No	—
	I am actively pursuing	—
<p>7. Do you have a National Provider Identifier (NPI) and Taxonomy code? Global, Code: 120192 , Type: Single Answer</p>	Yes	Asset
	No	—
	No, but 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	Account Number
Kaiser Background Package	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	Account Number
Kaiser Drug Test Package	Colorado

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## Assessment

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Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution	Online Assessment Solution
Patient Care - RN Medication Assessment	-

---

# Registered Nurse-Ambulatory Surgery (761461)

Status  
Filled

Recruiter  
Dreier, Stacey

Department  
Day Surgery

Status Details  
Filled

Hiring Manager  
Reimann, Elizabeth

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

Requisition Type  
Professional

Hired Candidates  
0 out of 1

## Logistics

### Owners

---

Recruiter  
Dreier, Stacey

Hiring Manager  
Reimann, Elizabeth M

Recruiter Assistant  
Collins, Audrey

Hiring Manager Assistant  
Saunar, Janane

Collaborators			
First Name	Last Name	Email	Title
Steven	Kruse	steven.p.kruse@kp.org	
Requisitions	KP	KP-Requisitions@kp.org	
Jessica	Bidlingmaier	jessica.bidlingmaier@kp.org	
Jayne	Berger	jayne.berger@kp.org	
Janane	Saunar	Janane.X.Saunar@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  
Registered Nurse-Ambulatory Surgery

MyHR Compensation Job Title  
Registered Nurse

Public Department Name  
KASC- Ambulatory Surgery

Employee Group (Union Affiliation)  
UFCW - Local 7

My Org

140494

Number of Openings

1

## Group

---

User Group

Colorado

## Structure

---

### Organization

Region Colorado

Entity Kaiser Foundation Health Plan Inc. Subsidiaries

GL Location Franklin Medical Offices-NCOA

### Primary Location

State Colorado

City Denver

Building Franklin Medical Offices 2045 Franklin St.

### Job Field

Area of Interest Nursing Licensed

Specialty Perioperative / Amb Surg

Department 1608.16002.2370 - Day Surgery

Requisition C00500-KASC - Registered Nurse-Ambulatory Surgery  
Template

## Overtime Status

---

Overtime Status

Non-exempt

# Finance

## Budget

---

Budgeted?

Yes

Justification

Addition - New Headcount

Job Eligible for Benefits

Yes

Employee Referral Bonus Activated

No

## Compensation

---

Job Grade

RN

Pay Basis

Hourly

Minimum Salary  
36.96

Midpoint Salary  
45.67

Maximum Salary  
59.45

## Vacancy Details

### Schedule, Education, Travel, Goals

---

Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days Mon, Tue, Wed, Thu, Fri, Sat, Sun	Working Hours Start Varies	Working Hours End Varies
Shift Variable	Education Level high school diploma/GED (12 years)	Job Level Entry Level
Job Type Standard	Travel Yes, 15 % of the Time	Affirmative Action Goals No Goal

### EEO Category and Group

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EEO Job Category  
Professionals

EEO Job Group  
2A - Nurses - RNs

EEO Establishment  
Not Specified

## Descriptions

### External Description

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#### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Functions:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10).
- Collects subjective and objective data.
- Analyzes reports, and record data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider.
- Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.

- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority.
- Administers intravenous therapy and other medications.
- Providing therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance.
- Review and monitor therapy and treatment patient plans.
- Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources.
- Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.
- In addition to defined technical requirements, accountable for consistently demonstrating service behaviors and principles defined by the Kaiser Permanente Service Quality Credo, the KP Mission as well as specific departmental/organizational initiatives. Also accountable for consistently demonstrating the knowledge, skills, abilities, and behaviors necessary to provide superior and culturally sensitive service to each other, to our members, and to purchasers, contracted providers and vendors.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- Minimum one (1) year of current operating room experience.

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- ACLS certification and procedural sedation competency required within ninety (90) days of hire.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.
- Adequate knowledge of surgical instrumentation and supplies, sterile techniques and intra-operative medications.
- Position requires working with interruptions; with hazardous waste; with hands in water; and around moving equipment such as wheelchairs.
- May be required to lift patients using proper lifting techniques.

##### Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

#### 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

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Description - Internal

Internal Bidding Period: 01/07/2019 to 01/09/2019

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Functions:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10).
- Collects subjective and objective data.
- Analyzes reports, and record data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider.
- Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.
- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority.
- Administers intravenous therapy and other medications.
- Providing therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance.
- Review and monitor therapy and treatment patient plans.
- Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources.
- Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.
- In addition to defined technical requirements, accountable for consistently demonstrating service behaviors and principles defined by the Kaiser Permanente Service Quality Credo, the KP Mission as well as specific departmental/organizational initiatives. Also accountable for consistently demonstrating the knowledge, skills, abilities, and behaviors necessary to provide superior and culturally sensitive service to each other, to our members, and to purchasers, contracted providers and vendors.

#### Qualifications - Internal

##### Basic Qualifications:

##### Experience

- Minimum one (1) year of current operating room experience.

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- ACLS certification and procedural sedation competency required within ninety (90) days of hire.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.
- Adequate knowledge of surgical instrumentation and supplies, sterile techniques and intra-operative medications.



- Position requires working with interruptions; with hazardous waste; with hands in water; and around moving equipment such as wheelchairs.
- May be required to lift patients using proper lifting techniques.

Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

# 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:  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? <small>Global, Code: 39393 , Type: Single Answer , Visible by: External Candidates</small>	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

## Questions

Question	Answer	Required/Asset
<p>1. How many years of current operating room experience do you have?</p> <p>Global, Code: 193617 , Type: Single Answer</p>	None	—
	Less than 1 year	—
	1 year, less than 2 years	Required
	2 years, less than 3 years	Required
	3 years, less than 4 years	Required
	4 years, less than 5 years	Required
	5 years, less than 6 years	Required
	6 years, less than 7 years	Required
	7 years, less than 8 years	Required
	8 years, less than 9 years	Required
	9 years, less than 10 years	Required
	10 years, less than 11 years	Required
	11 years, less than 12 years	Required
	12 years, less than 13 years	Required
	13 years, less than 14 years	Required
14 years, less than 15 years	Required	
15 years or more	Required	
<p>2. Please indicate your highest level of degree completed.</p> <p>Global, Code: KP00001 , Type: Single Answer</p>	high school diploma / GED (12 years)	Required
	technical diploma (13 years)	Required
	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—

3. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer	Yes	Required
	No	—
4. 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	—	
5. Do you have a National Provider Identifier (NPI) and Taxonomy code? Global, Code: 120192 , Type: Single Answer	Yes	Asset
	No	—
	No, but I am actively pursuing	—
6. Do you have a current Advanced Cardiac Life Support (ACLS) certification? Global, Code: 15517 , 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

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#### 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

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# 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?

Please provide answers to the Logistics questions below. intake just completed with Liz and Steven on identical req no referrals 10 hour shifts until March 12 hour shifts - 3 days per week. Days could vary. Exact times could vary. Could float to Lonetree if needed.

### 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?

Please provide answers to the Qualifications and Competencies questions below.

Circulating in a main OR or on a variety of specialties. Scrubbing is always helpful but not required. Need acs. Very busy dept. Opening new floors so needs to be able to work independently

### 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

Please provide answers to the Candidate Fit questions below. intake already completed on identical req

Checklist

# Registered Nurse-Ambulatory Surgery (756155)

Status  
Filled

Recruiter  
Dreier, Stacey

Department  
Day Surgery

Status Details  
Filled

Hiring Manager  
Reimann, Elizabeth

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

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

---

Recruiter  
Dreier, Stacey

Hiring Manager  
Reimann, Elizabeth M

Recruiter Assistant  
Collins, Audrey

Hiring Manager Assistant  
Saunar, Janane

Collaborators			
First Name	Last Name	Email	Title
Steven	Kruse	steven.p.kruse@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  
Registered Nurse-Ambulatory Surgery

MyHR Compensation Job Title  
Registered Nurse

Public Department Name  
KASC

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 Franklin Medical Offices-NCOA

### Primary Location

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

### Job Field

Area of Interest Nursing Licensed  
Specialty Perioperative / Amb Surg

### Other Locations

1 Colorado > Lonetree > Lone Tree Medical Offices  
Department 1608.16002.2370 - Day Surgery  
Requisition Template C00500-KASC - Registered Nurse-Ambulatory Surgery

## Overtime Status

---

Overtime Status  
Non-exempt

# Finance

## Budget

---

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

## Compensation

---

Job Grade RN	Pay Basis Hourly	
Minimum Salary 36.96	Midpoint Salary 45.67	Maximum Salary 59.45

# Vacancy Details

## Schedule, Education, Travel, Goals

---

Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days Mon, Tue, Wed, Thu, Fri, Sat, Sun	Working Hours Start Varies	Working Hours End Varies
Shift Day	Education Level high school diploma/GED (12 years)	Job Level Entry Level
Job Type Standard	Travel Yes, 5 % of the Time	Affirmative Action Goals No Goal
Requires additional, nationally funded advertising Yes		

## Additional & Scout Information

---

### Additional Information

scrub experience beneficial

### 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

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### EEO Job Category

Professionals

### EEO Job Group

2A - Nurses - RNs

### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

### Essential Functions:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10).
- Collects subjective and objective data.
- Analyzes reports, and record data.

- Uses data to identify health care problems and create plan.
- Prioritizes patient ' s needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider.
- Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Health teaching and health counseling to patients and/or their families.
- Executing delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician ' s delegated authority.
- Administers intravenous therapy and other medications.
- Providing therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance.
- Review and monitor therapy and treatment patient plans.
- Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources.
- Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.
- In addition to defined technical requirements, accountable for consistently demonstrating service behaviors and principles defined by the Kaiser Permanente Service Quality Credo, the KP Mission as well as specific departmental/ organizational initiatives. Also accountable for consistently demonstrating the knowledge, skills, abilities, and behaviors necessary to provide superior and culturally sensitive service to each other, to our members, and to purchasers, contracted providers and vendors.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- Minimum one (1) year of current operating room experience.

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.
- ACLS certification and procedural sedation competency required within ninety (90) days of hire.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.
- Adequate knowledge of surgical instrumentation and supplies, sterile techniques and intra-operative medications.
- Position requires working with interruptions; with hazardous waste; with hands in water; and around moving equipment such as wheelchairs.
- May be required to lift patients using proper lifting techniques.

##### Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

Scrub experience beneficial

#### 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

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#### Description - Internal

Internal Bidding Period: 12/05/2018 to 12/07/18

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Functions:

- (Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10).
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#### Qualifications - Internal

##### Basic Qualifications:

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- Position requires working with interruptions; with hazardous waste; with hands in water; and around moving equipment such as wheelchairs.
- May be required to lift patients using proper lifting techniques.

Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

Scrub experience beneficial

## Pre-Screening

### Disqualification Questions

Questions	Answer	Result
1. Are you 18 years or older? Global, Code: 5052 , Type: Single Answer , Visible by: All Candidates	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. Global, Code: 150638 , Type: Single Answer , Visible by: All Candidates	Yes	The Candidate Is Disqualified
	No	The Candidate Passes
3. Principles of Responsibility:  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	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

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. How many years of current operating room experience do you have? Global, Code: 193617 , Type: Single Answer	None	—
	Less than 1 year	—
	1 year, less than 2 years	Required
	2 years, less than 3 years	Required
	3 years, less than 4 years	Required
	4 years, less than 5 years	Required
	5 years, less than 6 years	Required
	6 years, less than 7 years	Required
	7 years, less than 8 years	Required
	8 years, less than 9 years	Required
	9 years, less than 10 years	Required
	10 years, less than 11 years	Required
	11 years, less than 12 years	Required
	12 years, less than 13 years	Required
	13 years, less than 14 years	Required
14 years, less than 15 years	Required	
15 years or more	Required	
2. Please indicate your highest level of degree completed. Global, Code: KP00001 , Type: Single Answer	high school diploma / GED (12 years)	Required

	technical diploma (13 years)	Required
	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—
3. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer	Yes	Required
	No	—
4. 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	—	
5. Do you have a National Provider Identifier (NPI) and Taxonomy code? Global, Code: 120192 , Type: Single Answer	Yes	Asset
	No	—
	No, but I am actively pursuing	—
6. Do you have a current Advanced Cardiac Life Support (ACLS) certification? Global, Code: 15517 , 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

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### 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

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## Assessment

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### Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution  
Patient Care - RN Medication Assessment

Online Assessment Solution  
-

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## 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

CandidatesDo 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 LocationWill this position support variable work locations/facilities?What % remote?Are flexible hours an option?Can you please confirm work schedule?

Please provide answers to the Logistics questions below. intake just completed on identical req intake just completed recently for identical role. No pre-identified applicants Sourcing being ocmpleted. National advertising being completed. Ads posted through AORN Will work Frnaklin - could flat to Lone Tree Schedule is three 12's

#### 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?

Please provide answers to the Qualifications and Competencies questions below. Need a yr. in the OR circulating or scrubbing. Must be either a main OR or a variety of procedures

#### Candidate Fit

Work Environment and CultureDescribe the department culture (flexible, collaborative, service oriented, etc.).How does your department contribute to the overall business

Please provide answers to the Candidate Fit questions below.

strategy at KP?How is this role connected to the organization's larger goals?New Hire FitDoes 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 PathWhat career/growth opportunities are there for the position?What kind of training will be provided? CompensationWhat 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

new floors, new staff, additional surgery rooms. Aligns with organizational goal of bringing in house and saving on external medical costs.

Checklist

# Registered Nurse-Ambulatory Surgery (755159)

Status  
Filled

Recruiter  
Dreier, Stacey

Department  
Day Surgery

Status Details  
Filled

Hiring Manager  
Kruse, Steven

Primary Location  
Colorado > Lonetree > Lone Tree Medical  
Offices

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

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Recruiter  
Dreier, Stacey

Hiring Manager  
Kruse, Steven

Recruiter Assistant  
Collins, Audrey

Collaborators			
First Name	Last Name	Email	Title
Requisitions	KP	KP-Requisitions@kp.org	
Jessica	Bidlingmaier	jessica.bidlingmaier@kp.org	
Jayme	Berger	jayme.berger@kp.org	

### Candidate Selection Workflow

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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

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JFA Job  
NO

Requisition Title  
Registered Nurse-Ambulatory Surgery

MyHR Compensation Job Title  
Registered Nurse

Position Number  
2747

Public Department Name  
KASC- Surgery

Employee Group (Union Affiliation)  
UFCW - Local 7

My Org  
096918

Number of Openings  
1

## Group

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User Group  
Colorado

## Structure

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### 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 Nursing Licensed  
Specialty Perioperative / Amb Surg  
  
Department 1608.16055.2370 - Day Surgery  
  
Requisition Template C00500-KASC - Registered Nurse-Ambulatory Surgery

## Overtime Status

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Overtime Status  
Non-exempt

# Finance

## Budget

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

## Compensation

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Job Grade RN	Pay Basis Hourly	
Minimum Salary 36.96	Midpoint Salary 45.67	Maximum Salary 59.45



# Vacancy Details

## Schedule, Education, Travel, Goals

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Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days Mon, Tue, Wed, Thu, Fri, Sat, Sun	Working Hours Start Varies	Working Hours End Varies
Shift Variable	Education Level high school diploma/GED (12 years)	Job Level Entry Level
Job Type Standard	Travel Yes, 15 % of the Time	Affirmative Action Goals No Goal
Requires additional, nationally funded advertising Yes		

## EEO Category and Group

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EEO Job Category  
Professionals

EEO Job Group  
2A - Nurses - RNs

EEO Establishment  
Not Specified

# Descriptions

## External Description

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### Description - External

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#### Qualifications - External

##### Basic Qualifications:

##### Experience

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- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

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## Internal Description

---

Description - Internal

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- May be required to lift patients using proper lifting techniques.

Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

# 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:  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? <small>Global, Code: 39393 , Type: Single Answer , Visible by: External Candidates</small>	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

## Questions

Question	Answer	Required/Asset
<p>1. How many years of current operating room experience do you have?</p> <p>Global, Code: 193617 , Type: Single Answer</p>	None	—
	Less than 1 year	—
	1 year, less than 2 years	Required
	2 years, less than 3 years	Required
	3 years, less than 4 years	Required
	4 years, less than 5 years	Required
	5 years, less than 6 years	Required
	6 years, less than 7 years	Required
	7 years, less than 8 years	Required
	8 years, less than 9 years	Required
	9 years, less than 10 years	Required
	10 years, less than 11 years	Required
	11 years, less than 12 years	Required
	12 years, less than 13 years	Required
	13 years, less than 14 years	Required
14 years, less than 15 years	Required	
15 years or more	Required	
<p>2. Please indicate your highest level of degree completed.</p> <p>Global, Code: KP00001 , Type: Single Answer</p>	high school diploma / GED (12 years)	Required
	technical diploma (13 years)	Required
	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—

3. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer	Yes	Required
	No	—
4. 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	—	
5. Do you have a National Provider Identifier (NPI) and Taxonomy code? Global, Code: 120192 , Type: Single Answer	Yes	Asset
	No	—
	No, but I am actively pursuing	—
6. Do you have a current Advanced Cardiac Life Support (ACLS) certification? Global, Code: 15517 , 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

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#### 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

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## Assessment

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Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution  
Patient Care - RN Medication Assessment

Online Assessment Solution  
-

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## 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

# RN Complex Care Coordinator (700753)

Status

Filled

Recruiter

Garner, Sarah

Department

HP Mgr-Health Plan Manager

Status Details

Filled

Hiring Manager

Hoofnagle, Karen

Primary Location

Colorado > Centennial > Arapahoe  
Medical Offices 5555 E. Arapahoe Rd.

Requisition Type

Professional

Hired Candidates

1 out of 1

## Logistics

### Owners

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Recruiter

Garner, Sarah L

Hiring Manager

Hoofnagle, Karen M

Recruiter Assistant

Collins, Audrey

### Candidate Selection Workflow

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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

RN Complex Care Coordinator

MyHR Compensation Job Title

RN Complex Care Coordinator

Public Department Name

Special Needs Plan

Employee Group (Union Affiliation)

UFCW - Local 7

Number of Openings

1

### Group

---

User Group

Colorado

### Structure

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Organization



Region Colorado  
Entity Kaiser Foundation Health Plan Inc. Subsidiaries  
GL Location Waterpark III-NCOA

#### Primary Location

State Colorado  
City Centennial  
Building Arapahoe Medical Offices 5555 E. Arapahoe Rd.

#### Job Field

Area of Interest Nursing Licensed  
  
Department 1608.16018.5929 - HP Mgr-Health Plan Manager  
  
Requisition Template C03542 - RN Complex Care Coordinator

#### Overtime Status

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Overtime Status  
Non-exempt

## Finance

#### Budget

---

Budgeted? Yes	Justification Replacement	Person Being Replaced (Last name, First name) Luchette-Plambeck, Paula
Job Eligible for Benefits Yes	Employee Referral Bonus Activated No	

#### Compensation

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Job Grade RN	Pay Basis Hourly	
Minimum Salary 35.87	Midpoint Salary 44.32	Maximum Salary 57.7

## Vacancy Details

#### Schedule, Education, Travel, Goals

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Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
Working Days Mon, Tue, Wed, Thu, Fri	Working Hours Start Varies	Working Hours End Varies
Shift Variable	Education Level associate's degree (14 years)	Job Level Individual Contributor

Job Type  
Standard

Travel  
Yes, 5 % of the Time

Affirmative Action Goals  
No Goal

## EEO Category and Group

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EEO Job Category  
Professionals

EEO Job Group  
2B - Nurses - Specialized

EEO Establishment  
Not Specified

## Descriptions

### External Description

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#### Description - External

Serves in an expanded nursing role to collaborate w/ members & care team to ensure high risk members are provided personalized care coordination services. Provides panel management for the most complex members. Ensures members/caregivers have the resources & ability to thrive at home w/ education & access to the appropriate care for their required health condition. Works closely w/ the Primary Care Teams to build a model of care for those who would benefit from proactive complex care coordination. Integrates evidence based clinical guidelines, protocols, & other metrics in the development of treatment & care plans focused on patient centered goals of care. Promotes quality & efficiency in the delivery of the targeted high risk population. Promotes optimum clinical outcomes & builds trusting relationships w/ our members to positively impact utilization of resources, palliative care services & better health.

#### Essential Functions:

- Maintains a panel of patients that are identified by risk stratification at the local MOB. Provides a point of contact for these complex members.
- Assesses the healthcare, educational, & psychosocial needs of the member/caregiver & develops an appropriate care plan.
- Provides culturally relevant education & teach back for members that are enrolled into the RNCC panel.
- Synthesizes data from multiple sources including phone & face to face interaction w/ members to develop a coordinated patient plan of care & implements in collaboration w/ providers & multidisciplinary teams.
- Synthesizes & analyzes a large volume of data related to the member, benefits, eligibility, facilities, contracts, & clinical status to identify issues & facilitate problem solving that results in continuity of care, quality of care & optimal resource management for the patient.
- Develops strong relationships of trust, effective interpersonal skills, & communication in a collaborative environment w/ CPMG & network providers, leaders, & colleagues.
- Analyzes reports & records data. Uses data to identify health care problems & creates plan.
- Prioritizes patient's needs. Triage patients either in person or via telephone & implements proper course of action in accordance w/ established protocol/guideline or in consultation w/ provider. Conducts telephone call backs to patients requiring follow-up care. Evaluates emergency situations & initiates appropriate nursing interventions.
- Executes delegated medical functions which deliver aspects of care that implement & are consistent w/ the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy & other medications.
- Provides therapy & treatment that is supportive & restorative to life & well being either directly to the patient or indirectly through consultation w/, delegation to (per Colorado State Board of Nursing rules & regulations for delegation), supervision of, or teaching others. Refers to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Reviews & monitors therapy & treatment patient plans. Initiates appropriate consultations &/or actions accordingly.
- Facilitates the coordination & integration of care between health care services. Manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence & role modeling integrated effective nursing practices, services, innovation & provides outstanding support for physician practices.
- Acts as a patient advocate.

#### Qualifications - External

##### Basic Qualifications:

Experience

- Minimum two (2) years of RN experience in a setting that focuses on complex patients.

#### Education

- Graduate of a board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.

#### License, Certification, Registration

- Current unrestricted license as a Registered Nurse in the State of Colorado.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire.

#### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

#### Preferred Qualifications:

- Minimum three (3) years of experience in care coordination and disease management for medically complex patients.
- Current experience in geriatric syndromes and cognitive assessment.
- Expertise in the care of frail adults.

#### 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

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#### Description - Internal

Internal Bidding Period: 06/15/2018 to 06/19/2018

Serves in an expanded nursing role to collaborate w/ members & care team to ensure high risk members are provided personalized care coordination services. Provides panel management for the most complex members. Ensures members/caregivers have the resources & ability to thrive at home w/ education & access to the appropriate care for their required health condition. Works closely w/ the Primary Care Teams to build a model of care for those who would benefit from proactive complex care coordination. Integrates evidence based clinical guidelines, protocols, & other metrics in the development of treatment & care plans focused on patient centered goals of care. Promotes quality & efficiency in the delivery of the targeted high risk population. Promotes optimum clinical outcomes & builds trusting relationships w/ our members to positively impact utilization of resources, palliative care services & better health.

#### Essential Functions:

- Maintains a panel of patients that are identified by risk stratification at the local MOB. Provides a point of contact for these complex members.
- Assesses the healthcare, educational, & psychosocial needs of the member/caregiver & develops an appropriate care plan.
- Provides culturally relevant education & teach back for members that are enrolled into the RNCC panel.
- Synthesizes data from multiple sources including phone & face to face interaction w/ members to develop a coordinated patient plan of care & implements in collaboration w/ providers & multidisciplinary teams.
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- Executes delegated medical functions which deliver aspects of care that implement & are consistent w/ the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy & other medications.
- Provides therapy & treatment that is supportive & restorative to life & well being either directly to the patient or indirectly through consultation w/, delegation to (per Colorado State Board of Nursing rules & regulations for delegation), supervision of, or teaching others. Refers to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Reviews & monitors therapy & treatment patient plans. Initiates appropriate consultations &/or actions accordingly.
- Facilitates the coordination & integration of care between health care services. Manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence & role modeling integrated effective nursing practices, services, innovation & provides outstanding support for physician practices.
- Acts as a patient advocate.

#### Qualifications - Internal

##### Basic Qualifications:

##### Experience

- Minimum two (2) years of RN experience in a setting that focuses on complex patients.

##### Education

- Graduate of a board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.

##### License, Certification, Registration

- Current unrestricted license as a Registered Nurse in the State of Colorado.
- National Provider Identifier (NPI) and Taxonomy code required at time of hire.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

##### Preferred Qualifications:

- Minimum three (3) years of experience in care coordination and disease management for medically complex patients.
- Current experience in geriatric syndromes and cognitive assessment.
- Expertise in the care of frail adults.

## 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

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

No

The Candidate Is Disqualified

## Questions

Question	Answer	Required/Asset
1. How many years of RN experience do you have in a setting that focuses on complex patients? Global, Code: KP06416 , Type: Single Answer	None	—
	Less than 1 year	—
	1 year, less than 2 years	—
	2 years, less than 3 years	Required
	3 years, less than 4 years	Required
	4 years, less than 5 years	Required
	5 years, less than 6 years	Required
	6 years, less than 7 years	Required
	7 years, less than 8 years	Required
	8 years, less than 9 years	Required
	9 years, less than 10 years	Required
	10 years, less than 11 years	Required
11 years, less than 12 years	Required	

	12 years, less than 13 years	Required
	13 years, less than 14 years	Required
	14 years, less than 15 years	Required
	15 years or more	Required
<p>2. How many years of experience do you have with care coordination &amp; disease management for medically complex patients? Global, Code: 164359 , Type: Single Answer</p>	None	—
	Less than 1 year	—
	1 year, less than 2 years	—
	2 years, less than 3 years	—
	3 years, less than 4 years	Asset
	4 years, less than 5 years	Asset
	5 years, less than 6 years	Asset
	6 years, less than 7 years	Asset
	7 years, less than 8 years	Asset
	8 years, less than 9 years	Asset
	9 years, less than 10 years	Asset
	10 years, less than 11 years	Asset
	11 years, less than 12 years	Asset
	12 years, less than 13 years	Asset
	13 years, less than 14 years	Asset
	14 years, less than 15 years	Asset
15 years or more	Asset	
<p>3. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer</p>	Yes	Required
	No	—
<p>4. Please select all states for where you are licensed as a registered nurse (multiple answers are acceptable). Global, Code: KP08159 , Type: Multiple Answers</p>	California	—
	Colorado	Required
	Georgia	—

	Hawaii	—
	Maryland	—
	Oregon	—
	Virginia	—
	Washington	—
	Washington D.C.	—
	U.S. State that is not listed above	—
	None of the above	—
5. Do you have National Provider Identifier (NPI) and Taxonomy code OR are you able to obtain by time of hire/transfer?	Yes	Required
Global, Code: 203799 , Type: Single Answer	No	—

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

## Screening

### Background Check

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#### 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

#### 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

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### Assessment

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#### Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution  
Patient Care - RN Medication Assessment

Online Assessment Solution  
-

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## 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



# Registered Nurse (747252)

Status  
Filled

Recruiter  
Dreier, Stacey

Department  
Dermatology

Status Details  
Filled

Hiring Manager  
Pieper, Kristen

Primary Location  
Colorado > Lafayette > Rock Creek  
Medical Offices 280 Exempla Cir.

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

---

Recruiter  
Dreier, Stacey

Hiring Manager  
Pieper, Kristen

Recruiter Assistant  
Collins, Audrey

Hiring Manager Assistant  
Estok, Denise M

### Candidate Selection Workflow

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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  
Registered Nurse

MyHR Compensation Job Title  
Registered Nurse

Public Department Name  
Dermatology

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 Rock Creek Medical Offices-NCOA

## Primary Location

State Colorado  
City Lafayette  
Building Rock Creek Medical Offices 280 Exempla Cir.

## Job Field

Area of Interest Nursing Licensed  
  
Department 1608.16042.1190 - Dermatology  
  
Requisition Template C00500 - Registered Nurse

## Overtime Status

---

Overtime Status  
Non-exempt

# Finance

## Budget

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

## Compensation

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Job Grade RN	Pay Basis Hourly	
Minimum Salary 36.23	Midpoint Salary 44.77	Maximum Salary 58.28

# Vacancy Details

## Schedule, Education, Travel, Goals

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

Varies	Varies	Varies
Shift	Education Level	Job Level
Day	high school diploma/GED (12 years)	Entry Level
Job Type	Travel	Affirmative Action Goals
Standard	Yes, 15 % of the Time	No Goal

## Additional & Scout Information

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### Additional Information

Experienced RN with the ability to be self motivated, take initiative, be collaborative and detail oriented is preferred

### 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

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### EEO Job Category

Professionals

### EEO Job Group

2A - Nurses - RNs

### EEO Establishment

Not Specified

# Descriptions

## External Description

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### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

### Essential Responsibilities:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
- Provides therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.

- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - External

##### Basic Qualifications:

##### Experience

- N/A

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

##### Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

Experienced RN with the ability to be self motivated, take initiative, be collaborative and detail oriented is preferred.

#### Marketing Statement

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#### 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

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#### Description - Internal

Internal Bidding Period: 11/09/2018 to 11/13/18

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

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- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

Qualifications - Internal

Basic Qualifications:

Experience

- N/A

Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

Experienced RN with the ability to be self motivated, take initiative, be collaborative and detail oriented is preferred.

# 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.	Yes	The Candidate Is Disqualified
	No	The Candidate Passes

Global, Code: 150638 , Type: Single Answer ,  
Visible by: All Candidates

3. Principles of Responsibility:

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

Yes	The Candidate Passes
No	The Candidate Is Disqualified

## Questions

Question	Answer	Required/Asset
1. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer	Yes	Required
	No	—
2. Please indicate your highest level of degree completed. Global, Code: KP00001 , Type: Single Answer	high school diploma / GED (12 years)	Required
	technical diploma (13 years)	Required
	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—

<p>3. Please select all states for where you are licensed as a registered nurse (multiple answers are acceptable).</p> <p>Global, Code: KP08159 , Type: Multiple Answers</p>	California	—
	Colorado	Required
	Georgia	—
	Hawaii	—
	Maryland	—
	Oregon	—
	Virginia	—
	Washington	—
	Washington D.C.	—
	U.S. State that is not listed above	—
	None of the above	—
<p>4. Do you have a National Provider Identifier (NPI) and Taxonomy code or can you obtain by date of hire?</p> <p>Global, Code: 183967 , Type: Single Answer</p>	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

### Assessment

---

Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution  
Patient Care - RN Medication Assessment

Online Assessment Solution  
-

# 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



# Registered Nurse (614123)

Status  
Filled

Recruiter  
Dreier, Stacey

Department  
Resource Management/Float Pool

Status Details  
Filled

Hiring Manager  
Rownaghi, Pegah

Primary Location  
Colorado > Aurora > Waterpark III 2550  
S. Parker Rd. S400

Requisition Type  
Professional

Hired Candidates  
1 out of 1

## Logistics

### Owners

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Recruiter  
Dreier, Stacey

Hiring Manager  
Rownaghi, Pegah

Recruiter Assistant  
Collins, Audrey

#### Collaborators

First Name	Last Name	Email	Title
Chelsie	Brown	Chelsie.M.Brown@kp.org	

### Candidate Selection Workflow

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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

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JFA Job  
NO

Requisition Title  
Registered Nurse

MyHR Compensation Job Title  
Registered Nurse

Public Department Name  
Regional Float Pool

Employee Group (Union Affiliation)  
UFCW - Local 7

Number of Openings  
1

### Group

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User Group  
Colorado

## Structure

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### Organization

Region Colorado  
Entity Kaiser Foundation Health Plan Inc. Subsidiaries  
GL Location Waterpark III-NCOA

### Primary Location

State Colorado  
City Aurora  
Building Waterpark III 2550 S. Parker Rd. S400

### Job Field

Area of Interest Nursing Licensed  
  
Department 1608.16018.4954 - Resource Management/Float Pool  
  
Requisition C00500 - Registered Nurse  
Template

## Overtime Status

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Overtime Status  
Non-exempt

## Finance

### Budget

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

### Compensation

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Job Grade RN	Pay Basis Hourly	
Minimum Salary 35.16	Midpoint Salary 41.37	Maximum Salary 52.54

## Vacancy Details

### Schedule, Education, Travel, Goals

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Employee Status Regular	Schedule Full-time	Scheduled Hours (1-40) 40
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Working Days Mon, Tue, Wed, Thu, Fri	Working Hours Start Varies	Working Hours End Varies
Shift Day	Education Level high school diploma/GED (12 years)	Job Level Entry Level
Job Type Standard	Travel Yes, 100 % of the Time	Affirmative Action Goals No Goal

## EEO Category and Group

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EEO Job Category  
Professionals

EEO Job Group  
2A - Nurses - RNs

EEO Establishment  
Not Specified

## Descriptions

### External Description

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#### 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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Responsibilities:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.
- Prioritizes patient's needs.
- Triage patients either in person or via telephone and implements proper course of action in accordance with established protocol/guideline or in consultation with provider. Conducts telephone calls backs to patients requiring follow-up care.
- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.
- Provides therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - External

##### Basic Qualifications:

Experience

- N/A

#### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

#### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

#### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

#### Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

#### 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

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#### Description - Internal

Internal Bidding Period: 07/31/2017 to 08/02/2017

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). Makes members/patients and their needs a primary focus of one's actions; develops and sustains productive member/patient relationships. Actively seeks information to understand member/patient circumstances, problems, expectations, and needs. Builds rapport and cooperative relationship with members/patients. Considers how actions or plans will affect members; responds quickly to meet member/patient needs and resolves problems.

#### Essential Responsibilities:

- Adopted from Colorado State Nurse Practice Act CRS 12-38-103) Evaluating health status through the collection and assessment of health data CRS 12-38-103 (10). Collects subjective and objective data.
- Analyzes reports and records data.
- Uses data to identify health care problems and create plan.
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- Evaluates emergency situations and initiates appropriate nursing interventions.
- Provides health teaching and health counseling to patients and/or their families.
- Executes delegated medical functions which delivers aspects of care that implement and are consistent with the medical plan as prescribed by a licensed or otherwise legally authorized physician or person acting under the physician's delegated authority. Administers intravenous therapy and other medications.

- Provides therapy and treatment that is supportive and restorative to life and well being either directly to the patient or indirectly through consultation with, delegation to (per Colorado State Board of Nursing rules and regulations for delegation), supervision of, or teaching others. Referring to medical or community agencies per Kaiser Permanente guidelines those patients who need further treatment, evaluation, or assistance. Review and monitor therapy and treatment patient plans. Initiate appropriate consultations and/or actions accordingly.
- Facilitates the coordination and integration of care between health care services; manages populations of patients to ensure appropriate utilization of health care resources. Leads health care team by influence and role modeling integrated effective nursing practice, service, innovation and providing outstanding support for physician practices.
- Patient advocate.

#### Qualifications - Internal

##### Basic Qualifications:

##### Experience

- N/A

##### Education

- Graduate of board approved RN program and completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP) or preceptor who is physically present or immediately accessible.
- High School Diploma OR General Education Diploma (GED) required.

##### License, Certification, Registration

- Currently licensed as a Registered Nurse in the State of Colorado.

##### Additional Requirements:

- Demonstrated customer service skills, customer focus abilities and the ability to understand Kaiser Permanente customer needs.

##### Preferred Qualifications:

- National Provider Identifier (NPI) and Taxonomy code at time of hire preferred.

## Pre-Screening

### Disqualification Questions

Questions	Answer	Result
1. Are you 18 years or older? Global, Code: 5052 , Type: Single Answer , Visible by: All Candidates	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. Global, Code: 150638 , Type: Single Answer , Visible by: All Candidates	Yes	The Candidate Is Disqualified
	No	The Candidate Passes
3. Principles of Responsibility:  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;	Yes	The Candidate Passes
	No	The Candidate Is Disqualified

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. Are you a graduate of a board approved RN program and have completed a minimum of 750 clock hours of faculty planned clinical experience and guided learning activities which required direct supervision by faculty, associate nursing instructional personnel (ANIP), or preceptor who is physically present or immediately accessible? Global, Code: 179439 , Type: Single Answer	Yes	Required
	No	—
2. Please indicate your highest level of degree completed. Global, Code: KP00001 , Type: Single Answer	high school diploma / GED (12 years)	Required
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	associate's degree / college diploma (14 years)	Required
	bachelor's degree (16 years)	Required
	master's degree (18 years)	Required
	doctorate degree (over 19 years)	Required
	None of the above	—
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 National Provider Identifier (NPI) and Taxonomy code or can you obtain by date of hire? Global, Code: 183967 , 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

---

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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

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LexisNexis Package  
Kaiser Drug Test Package

Account Number  
Colorado

### Assessment

---

Unproctored Screening Assessment (provided by SHL)

Assessments hosted by SHL. These assessments are normally presented to ACE Candidates for completion during the application process to assist in determining fit for your company, job skills, cultural alignment and other psychometric factors.

Unproctored Assessment Solution  
Patient Care - RN Medication Assessment

Online Assessment Solution  
-

## 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

CandidatesDo 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 LocationWill 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 CultureDescribe 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 FitDoes 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 PathWhat career/growth opportunities are there for the position?What kind of training will be provided? CompensationWhat 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