

Job Title: Resident Care Assistant**Department:** Nursing**FLSA Status:** non-exempt**Minimum Eligibility Requirements:**

- CPR, First Aid, CNA not required but is a plus
- Ability to remain calm under stressful situations
- Effective and clear communications with residents, resident families and staff
- Must be able to pass criminal and drug background tests as required by Bureau of Licensing and corporate policies
- Understanding of electronic documentation or the ability to learn basic computer skills
- Must be able to work respectfully and compassionately with older adults and memory impaired residents
- Long Term Care (LTC), Nursing Home, Assisted Living, Home Health Care experience, Hospital Management with Dementia Care Experience helpful

Essential Functions:

- Works in coordination with the med tech assigned to the section to ensure all resident needs are met
- Responds to emotional, behavioral changes of the residents
- Comply with the Department of Health and Welfare and Orchard Ridge policies and procedures
- Respond to emergencies including resident emergency call system
- Meet customer service standards in a friendly, helpful and courteous manner
- Assists with resident personal care needs to include but not limited to the following:
 - Showering/nail care for non-diabetic residents
 - Morning and bedtime care that includes assistance and cueing up to full assistance with dressing, changing clothes, mouth care, grooming, supporting the toileting program, changing attends and providing skin care
 - Changing bed linens
 - Cueing and assistance with meals
 - Cueing and assistance with safe transfers (using gait belts, sit-to-stand and Hoyer Lift equipment)
- Maintain compliance and understanding of all current residents' rights
- Understand proper use of the hopper room for soiled linens
- Excellent interpersonal and conflict resolution skills
- Awareness of MSDS materials, infection control practices and protective precautions
- Supports activity program and resident participation and engagement

Training:

- Attend all required monthly in-service training
- Attends all mandatory continuing educational programs
- Coordinates with all resident related services
- Attend all required staff meetings

Working Conditions (travel, hours, and environment):

- Ability to work on a dedicated schedule

Physical /Sensory Requirements (with or without the aid of mechanical devices.)

- Medium work- Ability to exert 20-50 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to lift, carry, push, pull, or otherwise move objects
- Long periods of standing and walking with occasional sitting
- Frequent bending, stooping, squatting and reaching
- Occasional twisting and kneeling

Compensation:

- Compensation DOE. Benefits include paid vacation, sick leave, health insurance, 401k, health club membership