
POSITION DESCRIPTION

JOHNSON COUNTY COMMUNITY HEALTH SERVICES

JOB TITLE: Registered Nurse

DEPARTMENT: Home Health

DATE: January 2026

FLSA STATUS: Non-Exempt

IMMEDIATE SUPERVISOR: Home Health Nurse Manager / Clinical Manager

Position Summary:

This position involves professional home health nursing practice in the promotion and provision of community health programs provided by Johnson County Home Health Services. The Registered Nurse (RN) delivers skilled nursing care in patients' homes, provides patient education and training and participates in the training and supervision of ancillary nursing personnel. Dependent nursing functions are performed under medical direction. The RN develops and implements individualized plans of care, monitors patient progress, and collaborates with patients, families, and the healthcare team and supervises ancillary nursing personnel. Professional supervision and guidance are received from the designated supervisor.

Essential Duties and Responsibilities:

- Provides direct, individualized nursing care to patients in their homes based on nursing standards and the plan of care.
- Ensures the quality, safety, and effectiveness of home health services delivered to patients, families, and caregivers.
- Conducts comprehensive patient assessments, develops, implements, and revises individualized plans of care in collaboration with physicians and the healthcare team.
- Implements the plan of care formulated by the physician, performing skilled nursing procedures such as medication administration, IV therapy, wound care, and other treatments.
- Monitors patient conditions, identifies changes in status, and reports or acts on changes promptly to ensure patient safety and optimal outcomes.
- Provides patient and family education regarding diagnosis, treatment, self-care, and health promotion.
- Assist patients in learning appropriate self-care activities to promote independence and recovery.
- Participates in coordination of home health services with other members of the healthcare team, including LPNs, therapists, and clinical management.
- Maintains accurate, timely, and complete documentation consistent with the plan of care, regulatory requirements, and company clinical policies.
- Uses medical equipment and supplies effectively and efficiently, adhering to infection control and safety protocols.
- Maintains a safe and healthy working environment, using safe work methods and procedures in accordance with company clinical standards.
- Participate in quality assurance, case conferences, and staff meetings as required.
- Advocates for patient rights, dignity, and autonomy while promoting patient comfort and well-being.
- This job description in no way states or implies that these are the only duties to be performed by the employee occupying the position. Employees will be required to follow any other job-

related instructions and to perform any other Johnson County Community Health Services related duties requested by their supervisor, subject to reasonable accommodation.

Qualifications:

- Graduation from an accredited four-year college or university with a Bachelor's Degree in Nursing, or completion of a nursing program at an accredited diploma school of nursing, or an Associate of Arts degree in nursing from an accredited school.
- Current active license to practice as a Registered Professional Nurse (RN) in the State of Missouri.
- Valid Missouri driver's license and reliable transportation for travel between patient homes.
- Registered with the Family Care Safety Registry maintained by the Missouri Department of Health and Senior Services.
- Successful completion of criminal background check and Employee Disqualification Lists (EDL) check requirements.
- Minimum of one (1) year of nursing experience preferred with home health or community health experience desirable.
- Current CPR certification.

Skills and Abilities:

- Ability to work independently, exercise sound judgment, and make clinical decisions in a home care setting.
- Strong assessment, critical thinking, and problem-solving skills.
- Excellent communication and interpersonal skills to educate and support patients and families.
- Proficiency in electronic medical records (EMR) systems and basic computer applications.
- Strong organizational and time management skills to manage multiple patient visits and documentation requirements.
- Compassionate, patient-centered approach with the ability to provide care in diverse home environments.

Working Conditions:

- Work performed primarily in patient homes and facilities.
- Exposure to various home conditions, allergens, and potential infectious diseases.
- Flexible scheduling may be required, including evenings or weekends, based on patient needs.

Physical Requirements:

- Frequent standing, walking, bending, kneeling, and reaching during patient care.
- Ability to lift, turn, and transfer patients as needed (up to 50 lbs.).
- Ability to perform skilled nursing procedures requiring manual dexterity and fine motor skills.
- Ability to drive and travel safely between patient homes.

Cognitive Effort:

- Conduct comprehensive patient assessments and analyze health status to identify changes or complications.
- Develops, implements, and modifies nursing care plans independently based on patient needs, physician orders, and clinical judgment.
- Solves complex patient care issues, including comorbidities, medication management, wound care, and home safety challenges.
- Maintains attention to detail for accurate documentation of assessments, interventions, patient responses, and plan-of-care updates.

- Retains and applies knowledge of patient histories, nursing procedures, pharmacology, and clinical protocols.
- Communicate effectively with patients, families, physicians, and interdisciplinary team members to ensure coordinated care.
- Provides education and guidance to patients, families, and caregivers regarding disease management, medications, and home care techniques.
- Integrates ongoing professional education, best practices, and evidence-based guidelines into daily patient care.

I have received, read, and understand the job description for the position of Home Health Registered Nurse. I understand the duties, responsibilities, and requirements of this position and agree to perform the job to the best of my abilities.

Employee Name (Printed): _____

Employee Signature: _____

Date: _____

Supervisor Name (Printed): _____

Supervisor Signature: _____

Date: _____