



Work on a caring team.
Live in a special place.

MĀNOA SENIOR CARE



A GREAT OPPORTUNITY FOR RECENT RN GRADUATES

Manoa Senior Care is seeking committed, motivated and compassionate nurses to work at our elder-care facilities in Honolulu, Hawaii on the beautiful island of Oahu.

We have 11 care homes in two of the most desirable neighborhoods in Honolulu. With eight residents per home, nurses have increased opportunity for resident interaction. We foster a team environment, which promotes professional growth.

Work shifts are three days on, followed by three days off. Such an emphasis on work/life balance creates a fulfilling experience for our nurses.

Manoa Senior Care invites you to join our nursing team.





Qualifications, Salary and Benefits

We make it easy to move to Hawaii and we offer challenging work with a competitive salary and benefits package.

Qualifications

- RN licensed in the state of Hawaii
- Current CPR and First Aid certifications
- Annual physical and TB clearance
- Ability to read, write and speak English
- Current and valid driver's license

Salary

- \$30,000 annually for contract term of 25 months
- \$2,500 per month, paid bi-weekly

Signing Bonus/Moving Reimbursement

- \$5,000 in two parts
- \$1,000 to be paid at the start of employment
- \$4,000 to be paid upon completion of the employment commitment

Benefits

- Private nurse apartment with a kitchenette and private bathroom located in the care home (*estimated at \$1,750 per month*)
- Use of company car (*estimated at \$250 per month*)
- Health insurance with Kaiser Permanente, including medical, drug, optical and dental coverage (*estimated at \$440 per month*)
- All utilities – electricity, water, cable and internet (*estimated at \$350 per month*)
- All meals while on duty and household supplies (*estimated at \$450 per month*)
- Paid vacation
- Option to join our 401K retirement plan after one year of employment
- Income tax savings (*estimated at \$944 per month*)
- Hawaii Nursing License fee reimbursement
- Training and mentoring by highly-skilled Director of Nursing and Assistant Director in the areas of professional and personal skills



Interview Process

After reviewing the information provided, we ask that all interested applicants contact Manoa Senior Care personally to discuss the position. Our nurse recruiter can provide additional information and discuss the qualifications with you. An invitation to come to Hawaii for a shadowing experience may be offered to interested and qualified applicants. Additionally, a formal interview will be conducted between the applicant and the leadership staff. The company will arrange for the applicant's air travel and accommodations, which will be paid for by the company.

Terms of Commitment

A successful applicant has the opportunity to enter into an employment relationship with Manoa Senior Care. During the initial contract term, the nurse may be offered an extension of employment commitment.

Work Schedule

For three consecutive days, the nurse is on duty for twelve (12) hours per day and is on-call starting from the evening prior to the start of the first shift. Each home has two live-in nurses that will alternate this schedule and each nurse is responsible for the overall care provided to the residents of Manoa Senior Care.

Nurse Responsibilities

The responsibilities of a nurse at Manoa Senior Care are many and varied.



- Provide nursing care in accordance to regulations set in the Hawaii Administrative Rules, Chapter 11, Department of Health, Chapter 100.1
- Maintain the self-respect, personal dignity, and safety of each resident
- Encourage resident independence
- Interact with residents by initiating and leading appropriate activities
- Keep staff, physician, and families aware of changes in the resident's condition
- Keep Director of Nursing/Assistant Director of Nursing (DON/ADON) aware of changes in the resident's condition
- Supervise the direct care of the residents provided by the nurse aides
- Update primary contact/responsible parties on the residents' plan of care/ health status
- Coordinate and provide care for the residents, including dressing, grooming, eating, bathing, positioning, turning, toileting, and range of motion
- Obtain, transcribe, and carry out physician orders
- Perform various ordered nursing treatments
- Administer medications as ordered by a resident's physician
- Assure timeliness of physician's visits and conduct rounds with the physician during the home visit
- Communicate with the resident's physician
- Assure accuracy and completeness of medical records
- Daily/monthly charting
- Assist in admission and discharge procedures
- Track resident health requirements
- Assist DON/ADON with formulation of policies and conduct in-service training
- Accompany DON/ADON on visits to assess residents for potential admission
- Transport residents to physician appointments/miscellaneous appointments
- Maintain open communication with family members/responsible parties of the residents
- Answer call lights promptly
- Participate in cooking and cleaning of the home
- Attend training and staff meetings

Physical Requirements

- Mobility about the unit and direct resident care involving moving, transferring and possibly lifting residents
- Must be able to lift up to 50 pounds on an occasional basis and stand for at least 75% of the time
- Must be able to move quickly, push, pull, bend, stoop, twist, reach, and balance



Nurse Apartment

Nurses are provided with an apartment within one of our care homes, furnished with:

- full-sized bed (with bedding)
- dining set
- nightstand
- lamp
- sofa
- coffee table
- television
- DVD player
- dresser

The full kitchenette has:

- refrigerator
- microwave oven
- toaster
- coffee-maker
- cookware
- dishware

Other amenities include:

- ceiling fans
- cable television
- wi-fi
- use of house washer/dryer

The private bathroom includes linens.

Core Values

Compassion

We go to extraordinary lengths to satisfy and delight our residents and their families. Our choices and conduct are focused on achieving the highest level of resident well being as possible.

Honesty

We are thoughtful and honest with ourselves and others in our assessment of the facts and our circumstances. When dealing with others we avoid misleading them and always seek fairness and truthfulness.

Teamwork

We support each other as team members in all that we do. Every individual understands and relies on the team to accomplish tasks successfully and address all situations as professionals.

Excellence

We strive to provide the best we have to offer. We challenge ourselves to consistently exceed expectations.

Productive Work

We believe that creative and productive work is vital to creating self-worth and self-respect as individuals. It is through creative and productive work that we create value for our residents, our company and ourselves.



Professional and Personal Growth

Being a nurse at Manoa Senior Care has many advantages for you and your career.

- Attain proficiency in the roles of the Gerontological nurse – healer, caregiver, educator, advocate and innovator through hands-on practice and ongoing education
- Opportunity to achieve certification as a Gerontological nurse through the American Nurses Credentialing Center after two years of nursing practice
- Develop effective leadership competencies in teamwork, accountability, ownership and customer service
- Practice holistic nursing
- Provide direct nursing care utilizing evidence-based practice to ensure the highest quality of life for the residents
- Develop expertise in performing head-to-toe and focused assessments
- Utilize therapeutic communication skills in working with the residents and their families
- Sharpen critical thinking skills in developing innovative solutions for resident care needs
- Establish good time-management skills by effectively managing the day-to-day responsibilities of the home
- Gain supervisory experience through appropriate delegation and oversight of staff
- Build your self-confidence in nursing by practicing autonomy with the guidance and support of the DON and ADON
- Be part of an interdisciplinary team by working with other health care professionals
- Grow professionally by leading family meetings and participating in house and nurse meetings
- Become culturally competent by working in a multicultural environment
- Expand your knowledge regarding age-related changes in the older adult and nursing interventions to assist residents to function at the highest level possible
- Develop a broad knowledge base of medical conditions often affecting the elderly
- Become knowledgeable about the most commonly prescribed medications to treat the chronic conditions of aging adults (types of medications, dosing, side effects, efficacy)
- Be part of a company that lives its core values of Compassion, Honesty, Teamwork, Excellence and Productive Work

