



**Position Title:** Bilingual Nurse Practitioner  
**Reports To:** President, Equality Health Medical Group  
**Division:** Equality Medical Group  
**Department:** Clinical  
**Classification:** Exempt  
**Revision Date:** December 27, 2018

### **Position Summary:**

Equality Health is an Arizona-based population healthcare company focused on improving care delivery for underserved populations through culturally-sensitive programs that improve access, quality, and patient trust. Our mission is to ensure diverse populations receive quality healthcare that improves and enriches their lives. We have developed our product portfolio around centralized technology, services and network designs intended to organize a better healthcare delivery system for cultures that have struggle with integrating into the tradition one-size-fits-all U.S. healthcare system. Equality Medical Group (EMG) is a key partner in the Equality Health Network, furthering our mission to focus on underserved areas and adding essential access points to our continuum of care.

The Bilingual Nurse Practitioner is responsible for the overall care, examination, diagnosis, and treatment of patients in our retail clinics. This individual will perform physical exams, physical assessments, perform and interpret diagnostic tests, and diagnose and treat common health conditions. In some clinic areas, especially rural and medically underserved communities, the Nurse Practitioner can serve as the Primary Care Provider.

Equality Health designates this position as safety-sensitive and a position that includes tasks and duties that Equality believes could affect the safety or health of the employee performing the job or others.

### **Responsibilities:**

- Examine patients and record patients' medical history to determine health concerns; conduct routine check-ups to assess their health condition and discover possible issues
- Recommend, perform, and interpret diagnostic tests; educate, coordinate and implement patient care plans
- Assess and treat common family illnesses for patients over 18 months
- Provide health screenings, interventions, and counseling; prescribe medications as needed to patients in specified age categories
- May perform therapeutic procedures, such as immunizations, injections, wound care, or managing infection
- Document patient information, visit history, referrals, lab follow-up, phone calls, consults, etc. in EMR system
- Refer patients to Medical Director or specialists when needed (e.g., behavioral health, physical therapists, pain management)
- Address concerns or answer questions that patients have about their health and well-being; give appropriate advice for healthy habits (e.g., diet and hygiene) and preventative actions to promote overall health

- Perform non-clinical tasks as necessary (e.g., financial transactions, reporting, vaccination temperature management, clinic appearance)
- Develop a close working relationship with retail store manager and pharmacist at the clinic location
- Cultivate a climate of trust and compassion for patients; actively serve as a role model and exemplify Equality Health's mission and values
- Identify opportunities within the local community for the development of outreach activities
- May travel to other clinic locations on an as-needed basis

**Required Knowledge, Education & Experience:**

- Master's degree in Nursing (MSN); Doctor of Nursing (DNP) is preferred
- Graduate of a nurse practitioner program accredited either through the Commission on Collegiate Nursing Education (CCNE) or the Accreditation Commission for Education in Nursing (ACEN)
- Current and unrestricted licensure in the State of Arizona with no board sanctions or actions in the previous ten (10) years
- Minimum three (3) years of experience in clinical practice as a Nurse Practitioner; position may require experience or training in Family Medicine, Internal Medicine, Pain Management, or Pediatrics
- Bilingual; able to read, write, and speak Spanish and English proficiently
- Excellent record of problem-solving skills and diligence when evaluating patients' symptoms, and when investigating complicated medical issues to determine the best course of treatment
- DEA license, or ability to obtain prior to employment
- Ability to receive and maintain DPS Level 1 Fingerprint Clearance Card and BLS/CPR certification within 30 days of hire
- Proven knowledge and familiarity with EMR systems (e.g., eClinicalWorks, Athena)
- Proficiency with Microsoft Office applications and Internet/Intranet resources

**Highly Preferred Skills, Abilities & Qualifications:**

- Experience in working with underserved populations is highly desirable
- Excellent written, verbal and interpersonal communication skills; able to explain complex medical issues in a way that patients can understand
- Able to demonstrate compassion and understanding with patients who are sick or injured and may be in pain or distress
- High detail orientation; observant and have a strong ability to focus when evaluating and treating patients
- Able to maintain emotional stability at all times, and particularly in urgent or crisis situations
- Demonstrated ability to handle highly sensitive and confidential information in compliance with Health Insurance Portability and Accountability Act (HIPAA), and company confidentiality policies and procedures