

Job Details			
Job Title:	Resident Assistant (RA)		
Job Number:	VATH	Supervisor:	Director of Health Services
Date Posted:		FTE:	Part-Time and Full-Time Positions Available
Job Location:	Friday Harbor, WA	Department:	Village at the Harbor
Wage:	\$22.55-28.47/Hour, unexempt and at will	Benefits (full-time positions only):	Medical, dental, and vision insurance; access to life, AD&D, and long-term disability; Washington State PERS and DCP retirement; Paid Time Off (PTO); Island Rec gym membership; air ambulance memberships
Management Position:	No	Number of Direct Reports:	0
Description			
Job Definition	Resident Assistants (RAs) support residents of Village at the Harbor with the activities of daily living (ADLs), medication assistance, and appointments. The RAs job is to care for Village residents while simultaneously fostering residents' independence and freedom of choice.		
Job Duties	<ul style="list-style-type: none"> <li>• Adheres to and conveys a philosophy that supports the dignity, privacy, independence, choice, and individuality of tenants.</li> <li>• Activities of Daily Living (ADL's):                             <ul style="list-style-type: none"> <li>○ Dressing and undressing (clothing should be clean and appropriate for the season)</li> <li>○ Bathing</li> <li>○ Personal Hygiene (shaving, dental hygiene, nail care, hair care, foot care)</li> <li>○ Assist resident's with incontinence</li> <li>○ Mobility devices (cane, walker, wheelchair, crutches) including monitoring of safe transfer and ambulation techniques</li> <li>○ Care of ADL devices such as eyeglasses, contact lenses, hearing aids</li> </ul> </li> <li>• Instrumental Activities of Daily Living:</li> </ul>		

	<ul style="list-style-type: none"> <li>○ Telephone (assist with calls, phone repairs, hearing, and vision adaptive devices)</li> <li>○ Occasional housekeeping tasks such as emptying trash and bed making as needed</li> <li>○ Light Laundry as needed</li> <li>○ Escorts residents and coordinates internal transportation needs</li> <li>○ Mail delivery, residents' personal correspondence</li> <li>● Healthcare Assistance:             <ul style="list-style-type: none"> <li>○ Health Maintenance and Monitoring Tasks:</li> <li>○ Observes and reports changes in residents' physical condition and cognitive/emotional status to Nursing Director/Management, as needed</li> <li>○ Conducts room checks and resident rounds</li> <li>○ Monitors for environmental safety hazards</li> <li>○ Records incidents, errors, or accidents</li> <li>○ Records resident and resident-related events</li> </ul> </li> <li>● Dining:             <ul style="list-style-type: none"> <li>○ Assists in a variety of tasks related to dining (escort residents to dining room, set up and clean tables, serve meals, bus tables)</li> </ul> </li> <li>● Activity Program:             <ul style="list-style-type: none"> <li>○ Responsible for participating in and supporting the resident-centered activity program</li> </ul> </li> <li>● Emergency Preparedness:             <ul style="list-style-type: none"> <li>○ Responds to and acts appropriately in emergency or disaster situations</li> </ul> </li> <li>● Administrative Duties:             <ul style="list-style-type: none"> <li>○ Monitors appropriate use of resident care, office and other supplies</li> <li>○ Copies paperwork or forms as needed</li> <li>○ Prepares and maintains resident records as needed</li> </ul> </li> <li>● Other Duties:             <ul style="list-style-type: none"> <li>○ Demonstrates an appreciation of the heritage, values and wisdom of the residents and an understanding of the aging process</li> <li>○ Attends and participates in staff meetings</li> <li>○ Participates in in-services, projects or committees as assigned</li> <li>○ Assists with quality assurance programs when indicated</li> <li>○ Assists in training of new staff</li> </ul> </li> </ul>
--	--

Working Environment	<p>All applicants must have a desire to work with the elderly in an environment that upholds their privacy, dignity, choice, independence, and individuality. This position is conducted in a long-term care facility and the incumbent will work in an environment where pathogens, viruses, and hazardous materials exist. The employee holding this position will be exposed to residents' activities of daily living, which may include bodily fluids, infections, strange odors, behavior of residents, and occasionally unpleasant surroundings.</p> <p>All applicants must be able to regularly move up to 30 pounds and occasionally move more than 50 pounds; must be able to traverse an average of two miles daily and spend long periods of time stationary; must possess sight/hearing senses or use prosthetics that will enable these senses to function adequately so that the requirements of this position can be fully met.</p>
<b>Qualifications</b>	
Minimum Experience Requirements	<p>Must be at least 18 years of age.                  High school graduate or equivalent GED required.                  Must be able to think, act, and intervene independently in both routine and emergency situations.                  Must be able to relate to residents and staff in a courteous and diplomatic manner under all circumstances.                  Must be able to work flexible hours, including holidays and weekends</p>
Preferred Experience	<p>Previous care giving experience preferred, but not required.</p>
Education and Certifications	<p>Washington State Home Care Aid Certification, CNA Certification, or equivalent. Must maintain CPR certification and food handlers permit.</p>
<b>Equal Labor Laws</b>	
<p>San Juan County Public Hospital District No. 1 is an equal employer under U.S. federal law. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. All applications are screened with the aforementioned information removed to ensure that applications are reviewed equally and fairly. Women, veterans, and minorities are encouraged to apply for this position.</p> <p>The Rehabilitation Act protects qualified individuals from discrimination based on disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. San Juan County Public Hospital District No. 1 will make reasonable accommodations for any hired employee.</p> <p>This position is paid hourly, non-exempt and at will. Washington State Law requires all employees one ten-minute rest break every four hours, and a thirty-minute unpaid lunch period for any shift over six hours.</p>	

**Employee Acknowledgement:**

**Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_