

### Class Concept

Employees in this class provide facilitative services and quality care for the welfare, safety and security of individuals in state psychiatric hospitals, adult corrections, juvenile centers, developmental centers, neuro medical treatment centers, or alcohol/drug treatment centers. Employees implement specific goals identified in the individual's comprehensive treatment plan. Employees provide basic medical care and train and assist individuals in activities of daily living; assist in performing complex nursing care; and provide safe and secure environments. Employees may provide individuals training for home living, social communications, leisure, vocations, community living, and functional academics. Employees implement and stay current in the assigned individuals' comprehensive/person-centered treatment plans. Work involves providing ongoing observation, interaction, and feedback to individuals and reporting concerns to the appropriate professional program staff. Work also involves working with the interdisciplinary/treatment team and providing input on each individual's care and condition. Work involves ongoing contact with individuals who may be diagnosed with a wide spectrum of psychiatric and/or developmental conditions that may include unpredictable behaviors, maladaptive, and potentially dangerous behaviors. Work may include providing custodial supervision to inmates. Work may involve other closely related duties including the administration of medications in prison facilities. Work is performed under the supervision of clinical (e.g., nursing) or professional program staff.

### Recruitment Standards

#### Knowledge, Skills, and Abilities

- Basic knowledge of a variety of psychiatric, intellectual disabilities, medical and/or other related conditions.
- Basic knowledge of teaching strategies and positive behavior support for people with severe cognitive deficits.
- Basic knowledge of nurse aide skills.
- General knowledge of dietetics, sanitation and personal hygiene.
- General knowledge of nursing methods and techniques in caring for medical, surgical and mentally ill patients.
- Ability to follow the treatment plans and/or clinical orders.
- Ability to provide personal care and treatments for patients.
- Ability to work independently and as a member of a team.
- Ability to communicate effectively with individuals, staff and others.
- Ability to maintain professional and even tempered demeanor and work relationships.
- Ability to learn behavior management and supportive counseling techniques.
- Ability to communicate observations and recommendations effectively in written and verbal form.
- Ability to observe patients and make written and oral reports.

#### Minimum Education and Experience

High school or General Educational Development diploma; or an equivalent combination of education and experience.

#### Special Condition for Continued Employment

As required, listing as a Nurse Aide I by the North Carolina Division of Health Service Regulation. As applicable, listing as a Nurse Aide II by the North Carolina Board of Nursing. As applicable, North Carolina Emergency Medical Technician (EMT) certification.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.