Nurse RN – Countryside Home

Countryside Home is seeking a compassionate and skilled Registered Nurse (RN) to deliver high-quality resident care and supervise shift personnel (LPNs, CNAs, and Medication Aides). In this full-time role, you will lead day-to-day nursing operations, ensure regulatory compliance, and foster a warm, supportive care environment. Associate Degree in Nursing (ADN) or BSN from an accredited school required. Active Nebraska RN license or compact multi-state privilege.

To apply, interested candidates can visit https://madison-ne.gov/government/job-opportunities/, or in person at Countryside Home, 703 N. St., Madison, NE, or in Indeed. Call (402)454-3373 with questions.

Position: Registered Nurse (RN)
Status: Full-Time, Non-Exempt
Department: Nursing
Reports To: Director of Nursing
Location: Countryside Home
Madison, NE

About the Role

The Registered Nurse (RN) at Countryside Home Skilled Nursing Facility provide direct nursing care to the residents and supervises the day-to-day nursing activities performed by nursing assistants and LPN's. Such supervision must be in accordance with current federal, state, and local standards, guidelines, and regulations that govern our facility, and as may be required by the Director of Nursing Services or Nurse Supervisor to ensure that the highest degree of quality care is maintained at all times.

What You'll Bring (Requirements)

We are looking for a dedicated healthcare leader who meets the following qualifications:

Education

- Graduate of an accredited school of professional nursing; Associate Degree in Nursing (ADN) or Bachelor of Science in Nursing (BSN) required.

Licensure

- Active Registered Nurse (RN) license in the State of Nebraska or compact multi-state privilege.

Experience

- Minimum of 1–2 years of clinical experience; previous experience in long-term care, geriatrics, or skilled nursing preferred.

Skills/Credentials/Abilities

- Excellent communication skills.
- Strong computer literacy and familiarity with electronic charting systems.
- Current CPR/BLS certification.
- Demonstrated ability to effectively communicate verbally, lift at least 50 pounds unassisted, perform necessary physical activities (standing, bending,

kneeling); follow verbal or written instructions to perform routine duties and operate equipment/machinery.

Key Responsibilities

- Perform comprehensive nursing assessments, monitor resident status, execute professional treatments (e.g., wound care, catheterization, line management), and deliver emergency care when required.
- Coordinate resident admissions, room readiness, unit orientation, transfers, and discharge planning in collaboration with the interdisciplinary team, family, and receiving facilities.
- Participate in the development, review, and continuous updating of comprehensive care plans (including MDS, ADL plans, and discharge goals) to ensure personalized resident outcomes.
- Serve as a primary point of contact for residents and families, providing condition updates, addressing grievances, and offering clinical education.
- Lead, direct, and monitor shift personnel—including LPNs, Medication Aides, CNAs, and trainees—ensuring adherence to established scope of practice, job descriptions, and facility policies.
- Plan shift assignments, facilitate shift-change handoff reports, conduct unit rounds, and maintain a calm, professional, and supportive care environment.
- Conduct staff shift orientation, assist with annual performance evaluations, address shift grievances, and promptly escalate staffing shortages or unresolved performance issues to the Director of Nursing (DON).
- Accurately prepare, administer, document, and monitor medications and treatments per physician orders; oversee resident self-administration programs where applicable.
- Order, verify, receive, store, label, and properly dispose of routine and emergency medications, medical supplies, and equipment while maintaining accurate shift narcotic counts.
- Reconcile physician orders, manage automatic stop orders, and immediately report drug discrepancies, administration errors, or adverse reactions to the DON and attending physician.
- Maintain timely, accurate, descriptive, and signed clinical documentation (nurses' notes, vital signs, incident reports, daily census, and billing charge slips) following facility standards.
- Receive, transcribe, and execute verbal/written physician orders and accompany physicians during clinical rounds as needed.

- Partner with dietary, therapy, social services, and external health agencies to deliver cohesive resident care.
- Interpret and enforce facility policies, state/federal regulations, OSHA/CDC standards, and participate in facility surveys and Quality Assurance (QA) initiatives.
- Enforce infection control policies, isolation precautions, proper PPE use, standard handwashing, and proper biohazard disposal.
- Inspect treatment areas and unit environments daily for cleanliness and safety; report hazardous conditions, conduct incident investigations, and manage bloodborne pathogen/occupational exposure protocols.
- Attend required annual training (OSHA, CDC, hazard communication, advance directives) and maintain an active RN license through continuing education.
- Assist in training unit staff on safe equipment usage (e.g., mechanical lifts), exposure controls, and standard nursing techniques.

Acknowledgement & Agreement

I have read and understand the functions and requirements of this position. I understand that this is not to be considered as an exhaustive statement of duties, responsibilities, or requirements and does not limit the assignment of additional duties for this position.

Employee Signature: _____

Date: _____