



POSITION ANNOUNCEMENT

Align Life Ministries is an evangelical, life-affirming ministry that operates in Lancaster and Lebanon counties.

NURSE SUPERVISOR

Align Life Ministries is seeking a Nurse Supervisor to oversee the medical services throughout Lancaster and Lebanon counties. The Nurse Supervisor is responsible for overseeing and providing pregnancy testing and limited obstetric ultrasounds for patients, managing and training staff and volunteer nurses, and ensuring quality medical care for all patients. This position requires a mature individual with strong interpersonal skills and a desire to compassionately share the gospel of Jesus and reach out to abortion-minded women.

The candidate must be a mature individual who has a current registered nursing license in the state of Pennsylvania. Sonography experience in limited obstetric ultrasound is preferred but not required; training for limited obstetric ultrasound certification will be provided and paid for by the ministry. Candidate must be computer literate. Supervisory experience preferred. Spanish-speaking preferred but not required. Forty hours per week, including regularly scheduled evenings; travel to all of our locations; occasional speaking engagements on weekends. Compensation is in line with a local non-profit organization of similar size.

All applicants must be in agreement with Align's Statements on Ministry Purpose; Vision; Mission; Faith; Sacredness of Human Life; Biblical Authority; and Marriage, Gender and Sexuality.

If interested, send a resumé and cover letter as soon as possible to: Align Life Ministries, P.O. Box 707, Lebanon, PA 17042-0707, Attn: Mary Anna Wingenroth or mwingenroth@AlignLifeMinistries.org.



Job Description Align Life Ministries **NURSE SUPERVISOR**

Revised February 2024

Objectives of the Position: The Nurse Supervisor oversees Align's limited medical pregnancy services and maintains professional standards of care, following the American Nurses Association (ANA) Code of Ethics. This position assumes responsibility for the breadth of Align's limited medical pregnancy services, pregnancy testing, limited obstetrical ultrasound scans, planning, and performing direct and indirect nursing interventions, and is responsible for organizing, planning, performing, monitoring, and assessing pregnancy testing and ultrasound services provided.

Reports to: Director of Client Services

Works collaboratively with: Volunteer Medical Director, Volunteer Lab Director, VP of Strategic Partnerships and Prayer, Director of Client Services, Pregnancy Services Directors

Supervises: Medical staff, volunteer nurses, and sonographers

Qualifications:

1. Be a committed Christian who demonstrates an active personal relationship with Jesus Christ as Savior and Lord.
2. Exhibit a strong commitment and dedication to sharing the gospel with others, the pro-life position, and stewarding sexuality with integrity.
3. Be able to participate and thrive in a culture where alignment with the God of the Bible, relational community, and discerning prayer is woven into all aspects of the ministry.
4. Hold a consistent life-affirming position and thus would never refer or advise a woman to have an abortion.
5. Have a sincere desire to reach out to abortion-vulnerable and abortion-minded women and their significant others.
6. Exhibits strong interpersonal, spiritual, and administrative skills, takes initiative, and is flexible.
7. Skilled with current technology and able to learn new skills. Has the capacity to obtain education, training, and documentation of competency to perform a limited obstetric ultrasound which for nurses shall include didactic and clinical training per AWHONN guidelines. Completion of NIFLA's limited obstetric ultrasound training is required if not already obtained.
8. Physically able to stand for extended periods, have good eyesight or corrected vision, have steady hands, and good communication skills.
9. Have supervisory experience.
10. Be dependable, stable, and capable of following through with commitments.
11. Hold a current registered nurse's or advanced registered nurse's license in good standing with the state of Pennsylvania's medical board.

Clearances: The Nurse Supervisor must provide successful completion of a Pennsylvania Criminal Background Check, Pennsylvania Child Abuse History Clearance, and the FBI fingerprint based criminal background clearance prior to employment.

Have recent medical verification of negative TB exposure through either TB test or chest x-ray, prior to employment.

Duties:

1. Nursing process
 - a. Train, supervise, and evaluate staff and volunteer nurses.
 - b. Oversee nursing, pregnancy testing, and ultrasound services.
 - c. Perform and oversee, as appropriate, the collection of objective and subjective client-data initially and on an ongoing basis that is thorough and accurate.
 - d. Maintain accurate records and care-plans and follow through on physician's orders.
 - e. Assure accurate implementation of the volunteer Medical Director and Lab Director's orders.
 - f. Oversee and perform all appropriate medical and ultrasound policies and procedures.
 - g. Obtain and maintain medical equipment and supplies.
2. Patient care
 - a. Communicate pertinent information to the Medical and/or Lab Director in accordance with Align's policies and procedures.
 - b. Document the delivery of ultrasound patient care in accordance with Align's policies and procedures.
 - c. Provide ultrasound patient safety and security in manners consistent with the ethical and legal parameters of the scope of the professional nurse's practice.
 - d. Perform testing, limited medical exam according to the medical policies and procedures for both pregnancy testing and limited obstetric ultrasound scans.
 - e. Provide education for the patient to develop an understanding of their health condition including physical, emotional, and spiritual health as they consider their options.
 - f. Provide patient follow up within the parameters of Align's services.
 - g. Share the gospel with patients proficiently and pray as appropriate.
3. Management
 - a. Review policies and procedures and provide suggestions for updating to the Director of Client Services.
 - b. Maintain a working knowledge of nursing methods, principles, and practices in relation to the prevention and treatment of diseases, safety and infection control, clinical systems, supplies and equipment in relation to limited obstetrical care.
 - c. Assure compliance with infection control guidelines and maintain contacts for bio-hazardous waste removal, if needed.
 - d. Maintain the posting of current licenses of medical staff.
 - e. Serve as Safety and Privacy Officer and ensure compliance with OSHA, CLIA, and HIPAA guidelines and continuous quality control improvement.
4. Staff development
 - a. Oversee training and orientation of staff and volunteer nurses.
 - b. Attend all ministry staff meetings.
 - c. Attend department meetings, as requested, by the Director of Client Services.

- d. Lead medical staff and volunteers in prayer and devotion as needed.
 - e. Participate in annual skills advancement and assessment for competency in performing ultrasounds and provide documentation of original competency and maintenance of skills.
5. Public relations
- a. Represent the ministry in the community as delegated by the Director of Client Services.
 - b. Attend medical conferences that offer professional training and information pertinent to the ministry's practices in accordance with conference policy.
6. Professional development
- a. Maintain professional license.
 - b. Increase knowledge of limited obstetrical care and women's health issues relevant to this position, such as abortion pill trends and abortion procedures, and update Director of Client Services as appropriate.
 - c. Actively participate in the performance evaluation process, both receiving and providing evaluations.
7. Other
- a. Uphold the Statements on Ministry Purpose; Vision; Mission; Faith; Sacredness of Human Life; Biblical Authority; Marriage, Gender and Sexuality; The Gospel of the Kingdom of God document and Core Values; and uphold the policies and procedures of the ministry.
 - b. Maintain healthy staff relationships, participate in staff meetings and gatherings, and participate in fundraising and other ministry events per Employee Handbook.