



LEAD POPULATION AND EMPLOYEE HEALTH NURSE

REVIEWED 01/2025

REPORTS TO:	Director of Clinics
REVISED:	09/2024
	See current organizational chart for oversight/administrative support information

PRIMARY FUNCTION:

The population and employee health nurse will advance exceptional care by promoting the health and safety of our employees while managing population health initiatives for specific patient populations. This role involves developing and implementing health programs, conducting health assessments, and collaborating with multidisciplinary teams.

QUALIFICATIONS:

Education and/or Experience

- Minimum one (1) year experience as a nurse in rural health preferred

Certificates, Licensure, Registrations

- Registered Nurse – Iowa license or compact state
- For job-specific certifications refer to the [Education Certification Requirements by Job Category: Clinical Staff](#)

Essential Job Duties and Responsibilities	
1.	<p>Data Analysis and Reporting</p> <ul style="list-style-type: none"> • Analyze population health data to identify trends, risks and opportunities for improvement. • Develop and maintain dashboards and reports to track key performance indicators and health outcomes. • Maintain and track employee health information to ensure records are up to date
2.	<p>Program Development and Management</p> <ul style="list-style-type: none"> • Design, implement, and evaluate population health programs targeting chronic diseases, preventive care, and social determinants of health. • Collaborate with clinical teams to integrate population health strategies into patient care models. • Foster partnerships with community organizations, health agencies, and stakeholders to enhance community resources and health initiatives
3.	<p>Education and Training</p> <ul style="list-style-type: none"> • Provide training and oversight to clinic health navigators on population health principles, best practices, and data utilization.

Essential Job Duties and Responsibilities	
	<ul style="list-style-type: none"> • Collaborate with human resources, safety, and multidisciplinary teams to ensure a safe and healthy work environment • Provide staff education on applicable wellness and safety topics
4.	<p>Health Assessments and Screenings</p> <ul style="list-style-type: none"> • Provides onboarding to all new employees and volunteers to ensure health and immunization records are up to date • Conduct routine immunization clinics for employees and volunteers • Provide annual TB screenings • Provide annual respirator medical evaluations
5.	<p>Worker's Compensation</p> <ul style="list-style-type: none"> • Receive and review incident reports. • Perform incident investigation and assist in implementing interventions for prevention. • Maintain OSHA 300 log and reporting requirements.
6.	<p>Participates in CRHC'S Quality program, committees, performance and quality improvement initiatives, and activities which support the facility and department operations.</p> <ul style="list-style-type: none"> • Demonstrates a commitment to the practices of Quality Improvement (QI). • Regularly attends Department huddles • Completes tasks as outlined on Department Huddle Board • Takes information gathered and formulates it into a metric as appropriate
7.	<p>Performs other duties as assigned.</p>

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ESSENTIAL Work Environment & Physical Requirements:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Activity	Not Applicable	Occasionally (0-35% of day)	Frequent (36-66% of day)	Continuous (67-100% of day)
Sitting			X	
Standing			X	
Walking			X	
Climbing	X			
Driving	X			
Lifting (floor to waist level)		40 lbs.	10 lbs.	5 lbs.
Lifting (waist level and above)		40 lbs.	10 lbs.	5 lbs.
Lifting (shoulder level and above)		40 lbs.	10 lbs.	5 lbs.
Carrying objects			X	
Push/pull		30 lbs.	25 lbs.	10 lbs.
Twisting		X		
Bending		X		
Reaching forward			X	
Reaching overhead		X		
Squat/kneel/crawl	X			
Wrist position deviation			X	
Pinching/fine motor activities			X	
Keyboard use/repetitive motion				X

Sensory Requirements	Not Applicable	Accurate 20/40	Very Accurate 20/20
Near Vision		X	
Far Vision		X	
Color Discrimination			X
Depth Perception		X	
Hearing		X	

Environment Requirements <i>Occupational Exposure Risk Potential</i>	Not Anticipated	Reasonably Anticipated
Bloodborne Pathogens	X	
Chemical	X	
Airborne Communicable Disease	X	
Extreme Temperatures	X	
Radiation	X	
Uneven Surfaces or Elevations	X	

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Extreme Noise Levels	X			
Dust/Particulate Matter	X			
Other (List)				
Shift Requirements	8 hrs/day	10 hrs/day	12 hrs/day	Other (varied)
Usual workday hours	X			
Regular, punctual attendance for assigned shifts	YES			
Available to work overtime	YES			



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ESSENTIAL FUNCTION FORM

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Name (please print): _____

Signature: _____ Date: _____