



## Job Recruitment Clinical Examiner

### Summary:

Liberty House is recruiting for clinical examiners and seeks talented, experienced and energetic professionals to complement its clinical staff. Liberty House is recruiting for one full-time position and one or more part-time positions. The purpose of this recruitment is to establish a pool of qualified candidates. Start date(s) to be determined based on mutual agreement.

**Classification:** 1 FTE - Exempt. Salary. Full time. In addition, one or more part time positions, salary to be negotiated.

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### The Community:

Salem, the capital city of Oregon and its second largest city, is situated on the 45th parallel in the center of the Willamette River valley—one of the most fertile and agriculturally productive regions of the world—47 miles south of Portland and 64 miles north of Eugene, and approximately equidistant between the Pacific Ocean and the Cascade Range. Salem is also the county seat of Marion County.

Salem serves as the hub of both state government and the surrounding farming communities. State government is the largest employer with 68 state agencies located in Salem. Salem is also one of the largest food-processing centers in the United States. Salem sits near the center of the Willamette Valley wine-producing region which is home to more than 300 wineries. The climate is temperate with mild winters (average nighttime low temperature 33°) and beautiful summers (average daytime high temperature 79°). Outdoor recreational opportunities abound, as do the cultural, with several outlets for the visual and performing arts.

Salem also offers reasonable housing prices (2014 median price \$193,935) in a range of neighborhoods, from areas close to downtown filled with historic homes in diverse architectural styles to new developments in the surrounding hills with gorgeous views of the mountains and valley. The Salem-Keizer School District is the second-largest in the state. Over the past 14 years, the district has built 17 new schools with state-of-the-art classrooms. Programs include the International Baccalaureate Diploma Program, a demanding course of study which gives

diploma holders access to the world's leading universities. There are also more than 30 private schools in Salem and Keizer enrolling students from pre-school to 12<sup>th</sup> grade.

Salem Hospital, a regional medical center, is one of the largest of Oregon's 58 acute care hospitals and operates the busiest emergency department in Oregon. The only hospital in the city of Salem, it is licensed for 454 acute-care beds and has 470 physicians in 46 specialties on the Active Medical Staff.

### **The Organization:**

Liberty House is a private, nonprofit child abuse assessment center serving Marion and Polk Counties. Liberty House opened in 1999 and is a well-established organization. Clinic team members work closely with the District Attorneys' offices in both counties by coordinating multidisciplinary evaluation and intervention services for children referred for concerns of abuse and neglect (Oregon Revised Statutes 418.747). With a budget of over \$2 million, we serve more than 600 children and family members each year, providing medical evaluations, child forensic interviews, family support, case consultations and referral services. Other programs include courtesy case review, community education, and professional training.

Liberty House works in close collaboration with local law enforcement agencies, Child Welfare, the District Attorney's offices in Marion and Polk Counties, and the medical and mental health communities. Liberty House is currently expanding its physical plant and professional team in order to serve a greater number of children.

***Liberty House is a nonprofit corporation organized under IRS Code 501(c)(3). Employment with Liberty House may make the employee eligible for eventual forgiveness of student loans issued under The William D. Ford Federal Direct Loan Program.***

### **Position Summary:**

The Clinical Examiner position is a Physician, Pediatric Nurse Practitioner or Family Nurse Practitioner or Physician Assistant who performs medical evaluations of children for whom there are concerns of sexual abuse, physical abuse and/or neglect. The position provides a rewarding opportunity to work closely with team members to help ensure health and safety for the children of our community. Liberty House provides ongoing training and support.

### **Basic Functions and Responsibilities of the Position:**

#### ***Conducting Medical Evaluations (90%)***

- Perform sensitive and thorough medical examinations of children for whom there are concerns of child abuse and/or neglect, including rapport building, colposcopy, photography and team participation during child interviews.
- Gather comprehensive social and medical history from patients and their caregivers and review other relevant case information.
- Coordinate medical follow-up for each patient as necessary.
- Prepare comprehensive documentation of all evaluations timely and in a neutral manner that meets legal requirements for evidence and social service needs for protection and treatment.

**Other Duties (10%)**

- Represent Liberty House at community meetings and serve on community committees and work groups, as requested.
- Assist Medical Director and Chief Executive Officer in developing protocols, policies, procedures and other relevant documents.
- Participate in quality assurance activities, including regular peer review and case review.
- Participate in on-going CME relevant to child abuse evaluations, including specific training as requested.
- Testify in court as necessary.
- Maintain professional license.
- Perform other duties as assigned.

**Basic Functions and Responsibilities as a Liberty House Team Member:**

- Maintain confidentiality.
- Attend Liberty House Clinical Team meetings.
- Attend Liberty House staff meetings.
- Communicate professionally, respectfully, and supportively with internal team and staff members, external partners, and board members.
- Promote a positive working environment by adhering to the Liberty House Code of Conduct.
- Conduct the business of Liberty House so as to maintain and increase its goodwill and reputation in the community, consistent with professional and ethical standards of behavior.

**Qualifications:****Required Education and Experience:**

- Appropriate medical or advanced nursing degree.
- Licensed (or able to obtain license) in the State of Oregon.
- Knowledge of child abuse dynamics.

**Other Qualifications:**

- At least two years' paid or volunteer work experience performing medical examinations of children for whom there are concerns of abuse or neglect. The work experience requirement may be reduced or waived for candidates who have completed a fellowship in abuse medicine, SANE training, or other equivalent combination of training and experience.
- Understanding of complex family dynamics.
- Ability to work effectively in complicated or crisis situations.
- Ability to communicate well with children and families, team members and partner agencies.
- Ability to learn from observation of self and others, and to apply learning into improved practice.

- Ability to receive and deliver feedback effectively and regularly.
- Must be able to read and write English.
- Fluency in Spanish is desired.

**Hours, Compensation and Benefits:**

- Full-time, 40 hours per week.
- Salary range: negotiable, depending upon training and experience.
- Benefit package: health insurance, fully-paid for employee; flexible spending plans; retirement match; eleven paid holidays, paid vacation and sick leave.

**To Apply:**

These positions will remain open until filled. The first review of resumes will take place on Monday, September 28, 2015.

Interested applicants should request a Liberty House Job Application form from:

**Sally Wood**  
**Chief Operating Officer**  
**Liberty House**  
**2685 4<sup>th</sup> St. NE**  
**Salem, OR 97301**  
**FAX: 503-540-0293**  
**Email: [swood@libertyhousecenter.org](mailto:swood@libertyhousecenter.org)**

Emailed submissions are preferred.

A resume and cover letter may also be submitted but these are not a substitute for the application form.

A criminal background check is required for employment at Liberty House and will be completed for finalists.

The start date for the position will be determined by the Medical Director and the Chief Executive Officer in consultation with the successful candidates.

Liberty House is an Equal Opportunity Employer.

If you have questions please call Sally Wood at (503) 540-0288 ext. 118 or email at [swood@libertyhousecenter.org](mailto:swood@libertyhousecenter.org).