



## **CHOICES is Now Hiring Certified Nurse Midwives**

### About CHOICES Memphis Center for Reproductive Health

CHOICES Memphis Center for Reproductive Health is an independent, non-profit community health agency, established in 1974. CHOICES provides a full gynecology practice along with a range of sexual and reproductive health services for more than 6,000 women, men, LGBTQ+ folks, and teens each year. Our mission is to provide patient-centered medical care and champion sexual and reproductive rights. CHOICES envisions a world where sexual and reproductive healthcare is recognized as an essential human right.

We are currently seeking to add 2 experienced CNMs for full-scope practice at our free-standing birth center. Our CNMs provide comprehensive OB/GYN care, and will be attending births at our new fully-equipped CABC accredited free-standing birth center, and at a local hospital. We are proud to continue to strive to meet the Reproductive health needs of our community and the surrounding areas by opening the first and only non-profit full spectrum reproductive care center in TN.

This is a full time, exempt position, the starting salary for this role is set at \$93,000; this starting salary is nonnegotiable in compliance with our internal salary bands and commitment to equitable and just salary practices. In addition, CHOICES offers competitive benefits including generous healthcare coverage options for you and your family, 401K retirement match, and group life insurance coverage. Employees earn 10 days of paid sick leave and 15 days of paid vacation leave. Also, after 12 months of employment, full-time personnel are eligible for 16 weeks of parental leave of which CHOICES pays 100% of salary for the first 6 weeks.

### **Certified Nurse Midwife**

#### **Job Summary**

The Certified Nurse Midwife will practice independent management of care, focusing on pregnancy, childbirth, the postpartum period, care of the newborn, family planning and gynecology. The CNM will demonstrate a high degree of clinical expertise, educate patients and their families to promote wellness, prevent health problems, and maintain current health. Provide outstanding, relationship-based care to patients, authentic communication and support of colleagues, and maintain good relations with outside providers and organizations.

#### **Duties and Responsibilities**

- Provides direct patient care according to CNM scope of practice to CHOICES patients in the birth center as well as abortion and wellness clinics.
- Works closely with administrative staff to get credentialed with insurance companies and record complete, timely and legible medical records to submit claims for services rendered.
- Participates in planning, budgeting, and policy discussions related to midwifery program.
- Participates in weekly midwifery team chart reviews.
- Stays current with state, federal, and payer regulations/requirements for midwifery practice.
- Maintains good performance and productivity.
- Adheres to departmental policies, procedures and objectives, ongoing quality improvement objectives and safety, environmental, and infection control standards.
- Insures patient confidentiality is maintained and HIPAA Guidelines are understood and followed.

#### **Other Duties**

- Please note this position description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this position.
- Duties, responsibilities and activities may change at any time with or without notice.

### **Qualifications**

- Required Degree: Master's Degree in Nursing with a specialization in Nurse Midwifery.
- Licensure, Certification, and /or Registration: Certified Nurse Midwife license and DEA registration in state of TN.
- At least 1-2 years of clinical experience preferred. Some out of hospital birth experience strongly preferred.
- Eligibility to practice in the Medicare and Medicaid programs.
- Eligible for malpractice liability insurance.
- Current BLS and NRP certification.
- Knowledge of nursing and midwifery principles, practices, and procedures.
- Knowledge of quality assurance, risk management, utilization management, and outcomes management standards.
- Technology savvy with experience utilizing electronic medical records.
- Commitment to training programs that maximize individual and organization goals across the organization including best practices in medical care.
- A successful track record in setting priorities; keen analytic, organization and problem solving skills which support and enable sound decision making
- Excellent communication and relationship building skills with an ability to prioritize, negotiate, and work with a variety of internal and external stakeholders
- A multi-tasker with the ability to wear many hats in a fast-paced environment
- Personal qualities of integrity, credibility, and dedication to the mission of CHOICES.

### **Working Conditions**

- This job operates in a professional office, birthing center, health clinic and hospital environment. This role requires contact with patients. Some external meetings with community partner organizations.
- This role routinely uses standard office equipment such as computers, phones, photocopiers, and filing cabinets.
- OSHA Blood borne Pathogen Exposure Determination: Based on the OSHA guidelines for protection against occupational exposure to hepatitis B virus (HBV) and human immunodeficiency virus (HIV), this position includes tasks that involve exposure to blood, body fluids, and tissues.

### **Physical Requirements**

- While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms.
- This position requires the ability to occasionally lift office products and supplies, up to 20 pounds.

### **Travel**

- Up to 5% travel may be required for this position

CHOICES will not discriminate in employment opportunities on the basis of race, color, religion, gender, marital status, sexual orientation, national origin, age, disability, parental status, body size, gender or gender identity or any characteristic protected by law. LGBTQI candidates, candidates of color, and Latinx candidates are encouraged to apply.

To apply send a cover letter with CV to: [mhassol@memphischoices.org](mailto:mhassol@memphischoices.org). Due to the volume of applicants we are only able to contact candidates selected for an interview.