



## **JOB DESCRIPTION**

### **Certified Nurse Midwife**

**REPORTS TO:** Deputy Chief Medical Officer

**NOTABLE TERMS:** Waco Family Medicine (WFM) seeks a full-time Certified Nurse Midwife (CNM) to focus on special needs of pregnant populations in combination with team-based clinical care and education. In this position, the CNM will work closely with pregnant women before and after birth and be responsible for providing full scope well woman/gynecological care from the adolescence to post-menopause. The CNM will provide comprehensive primary health care to a select population of essentially healthy women in collaboration with family medicine physicians, residents and obstetricians/gynecologists.

The ability to work well in a team environment and to educate staff about the scope and role of CNMs, alongside a historic Family Medicine Residency program, is necessary. Ideal candidates will have experience in educating medical students, family medicine or obstetric residents; possess ability to provide additional educational and mentoring opportunities for learners; and advance the academic mission of the department.

The mission of Waco Family Medicine (WFM) is to improve the wellness of the underserved and vulnerable residents of the Heart of Texas by providing effective access to high quality comprehensive primary healthcare. Almost 80% of our patients live at or below the Federal Poverty Guideline and represent a diverse range of cultural backgrounds. We provide care at every stage of life from fifteen sites across two counties. Waco Family Medicine has named health equity as a key strategic vision for the organization, recognizing the close link between the elimination of disparities and health outcomes. Therefore, candidates with experience serving diverse or underrepresented populations are preferred.

Salary commensurate with experience.

#### **PRIMARY DUTIES:**

A typical weekly schedule for the CNM would be comprised of 36 hours of patient care, including four days of direct patient care in an outpatient clinic and one half-day administrative time for the purposes of planning and implementing resident education and community outreach activities.

#### **EDUCATION & EXPERIENCE:**

- Master's degree in nursing or higher and at least 3 years' experience related to the duties and responsibilities
- Certification/Licensure in both nursing and midwifery in Texas

**SKILLS:**

- Commitment to evidence-based education of our family medicine residents with solid command of current ACOG Practice Bulletins and Committee Opinions
- History of teamwork
- Excellent communication skills with patients and staff that would serve as a model for our residents
- Strong work ethic and an appreciation of the excellent work-life balance and predictable schedule offered by this position
- Mission to care for the underserved patients in our community
- Must have a genuine desire to continuously learn and provide high quality patient care.
- Ability to speak Spanish is valued and reflected in compensation.

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**OTHER DUTIES:**

- Seeing ambulatory patients of WFM as scheduled and assigned by WFM
- Maintain full privileges for practice of midwifery at Waco Family Medicine
- Abide by the ethics of the medical profession and all federal, state and local laws and ordinances applicable to his/her practice.
- Participate in committees/work groups as assigned
- Participate in ongoing quality improvement projects
- Other duties as assigned by supervisor
- Participates in the education of medical, midwifery, nursing students, clinical staff, residents, fellows, peers and others.
- Participates in Residency Program and/or other research and on-going Quality Assurance or Improvement activities.
- Participates in Department, and Divisional activities, professional organizations, and community outreach/service activities.
- Follows established departmental policies, procedures, and objectives, continuous quality improvement objectives, and safety, environmental, and/or infection control standards.
- Practice within the team-based health care system and perform consultation, collaborative management, or referral, as indicated by the health status of the client and is in accord with the Standards for the Practice of Midwifery, as defined by the American College of Nurse-Midwives.

**PHYSICAL AND MENTAL REQUIREMENTS:**

- Visual and auditory accuracy
- Shift length - 8 hours
- Indoor setting
- Frequent use of computer
- Long periods of sitting
- Frequent use of telephone
- Continuous repetitive grasping and manipulation of both hands
- Continuous conversational communication
- Occasional reaching, walking, squatting, bending, kneeling, twisting and climbing
- Occasionally carrying, lifting, pushing and pulling of up to 25 lbs.
- Occasionally working in confined, noisy, dusty areas
- Periodic use of personal transportation
- Understand/carry out simple/detailed, oral/written instructions with retention
- Read and interpret detailed specifications

**ABOUT WACO**

Waco is centrally located halfway between Dallas and Austin and is known for its affordability and accessibility, given its midsized population. In recent years, Waco has increasingly become an important cultural and tourist destination. It is home to three local colleges and universities and is known for its excellent public, private, and parochial schools. Notable features include its Cameron Park Zoo, Cameron Park, Waco Mammoth Site, Waco Symphony Orchestra, Ironman Competitions, and the beloved Waco Farmers Market.

TO APPLY: Please visit our website at [www.wacofamilymedicine.org](http://www.wacofamilymedicine.org) and fill out an online application located under Careers.

**REVIEWED WITH EMPLOYEE:**

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Employee

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Supervisor

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Date