

Purpose

A foundational tool designed to help home-based care organizations define the scope, responsibilities, and qualifications for RN roles delivering care in patients' homes. It offers a structured outline that includes key duties, competencies, and working conditions relevant to primary care, palliative, and hospice services. Organizations should revise this framework to reflect the specific needs of their practice - such as the care model focus, geographic service area, team structure, and supervisory relationships. Adjustments may also be needed to align organizational culture, technology platforms, and regulatory requirements, ensuring the final job description accurately represents the role and attracts candidates who are well-prepared for the unique demands of home-based nursing care.

Job Title: Home-Based Medical Care - Registered Nurse (RN)

Position Type: Full-Time

Location: Patients Homes / Community-Based

Reports To: Clinical Supervisor or Director of Nursing

Position Summary

The RN provides compassionate, high-quality nursing care directly in patients' homes, supporting individuals with chronic, serious, or terminal illnesses. This role requires clinical independence, emotional sensitivity, and the ability to navigate diverse home environments while collaborating with interdisciplinary teams to deliver primary, palliative, and hospice care.

Key Responsibilities

- Deliver skilled nursing care including assessments, medication administration, wound care, and symptom management.
- Conduct patient and caregiver education on disease management, medications, and care plans.
- Travel independently to patient homes across the designated service area.
- Work solo in the field while maintaining communication with the care team.
- Document care accurately and promptly using electronic health records (EHR).
- Monitor patient status and escalate concerns to providers or supervisors as needed.
- Support transitions of care, including hospital discharges and hospice enrollment.
- Participate in interdisciplinary team meetings and contribute to care planning.

Required Qualifications

- Active RN license in the state of practice.
- Minimum 2 years of nursing experience, preferably in home health, palliative, or hospice care.
- Valid driver's license and reliable transportation.
- Proficiency with EHR systems and mobile documentation tools.
- Ability to work independently in varied and unpredictable home settings.

Preferred Competencies

- **Clinical Autonomy:** Ability to make sound nursing decisions in the field.
- **Emotional Intelligence:** Sensitivity to patient and family dynamics, especially during serious illness or end-of-life care.
- **Adaptability:** Comfort with changing environments, schedules, and patient needs.
- **Cultural Competence:** Ability to provide respectful, inclusive care to diverse populations.
- **Communication Skills:** Clear, compassionate, and professional interactions with patients, families, and team members.

Working Conditions

- Frequent travel within the community to patient homes.
- Solo care delivery in non-clinical settings.
- Exposure to varied home environments and potential safety considerations.
- Flexible scheduling may be required to meet patient needs.

Equal Employment Opportunity Statement

We are an *Equal Opportunity Employer* committed to fostering a diverse and inclusive workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including sexual orientation or gender identity), national origin, age, disability, or veteran status.



The HCCI Intelligence™ Community provides exclusive access to a wealth of resources tailored for home-based medical care professionals. Benefit from free access to all HCCI Intelligence™ Premier Resources, free and discounted pricing for online courses, and webinars led by industry experts. Engage in 1-on-1 Office Hour sessions with a nationally Certified Professional Coder (CPC)® and connect with peers to enhance your practice's performance and stay on the leading edge of home-based medical care.

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