# VOLUNTEER HOSPICE OF CLALLAM COUNTY

829 E. 8th St., Port Angeles, WA 98362 ♦ volunteerhospice.org
Phone: 360.452.1511 ♦ Fax: 360.452.3032 ♦ office@vhocc.org


## Hospice & Palliative RN Case Manager

Volunteer Hospice of Clallam County (VHOCC) is seeking a compassionate Registered Nurse to provide hospice and palliative care throughout our service area of Diamond Point to Joyce. As a Case Manager (CM), you will develop meaningful relationships with patients and families while coordinating high-quality, individualized care that promotes comfort, dignity, and quality of life.

This role combines expert clinical practice, patient and caregiver education, symptom management, care coordination, and collaboration with an interdisciplinary team to support patients wherever they call home.

**Hospice & Palliative Care RN Responsibilities:**

In this role you will:

- Provide comprehensive hospice and palliative nursing care to patients with diverse medical needs.
- Assess, plan, implement, and adjust individualized plans of care while managing symptoms and supporting patient goals.
- Partner with patients, families, caregivers, providers, and the team to ensure coordinated, compassionate care throughout the end-of-life journey.
- Serve as the consistent “eyes & ears” for medical providers.

Clinical Care

- Perform comprehensive nursing assessments.
- Develop, execute, and update individualized care plans.
- Manage symptoms and medications within provider orders.
- Support admissions, routine visits, and death pronouncements.

Patient & Family Support

- Educate patients and caregivers about disease progression, symptom management, medications, POLST, and end-of-life expectations.
- Provide emotional support and connect families with hospice, grief, respite, CNA, and community resources.

Care Coordination

- Collaborate with physicians, local and regional healthcare agencies, and the VHOCC team.
- Serve as the primary liaison between patients, families, providers, and community partners.
- Maintain accurate documentation in the EMR.

Professional Responsibilities

- Participate in team meetings.
- Complete routine chart audits.
- Support quality improvement initiatives.
- Perform additional duties as assigned.

**Schedule:**

- 30–40 hours per week.
- Four or five shifts per week (8–10 hours each).
- Minimum of four on-call shifts monthly, supported by a remote triage service.

- Rotating weekday, weekend, and holiday coverage.

**Wage & Benefits:**

- The hourly rate of pay will depend on the experience of the candidate. Annual wage will range between $75,000 and $105,000.
- Miles driven while performing organization business will be compensated at current GSA rates.
- Health, vision, and dental insurance.
- Eligibility for 401K contribution.
- PTO pursuant to VHOCC's policies.

**Required Skills & Qualities:**

- Excellent communication and interpersonal skills.
- Strong clinical judgment, organization, and critical thinking.
- Compassionate, patient- and family-centered approach.
- Ability to work independently while collaborating effectively with a team.
- Adaptable, organized, and comfortable prioritizing multiple responsibilities.
- Proficient with technology and electronic medical records.
- Commitment to confidentiality and respectful care for individuals of all backgrounds.

**Education, Certifications, and Experience Requirements:**

- Proof of an active WA RN license and current BLS.
- Proof of WA state driver's license, reliable vehicle, and proof of auto insurance coverage.
- Successful reference and background checks.
- A minimum of 1 year palliative/hospice care experience.
- Desirable: HPNA certification.

**Physical Requirements:**

- Ability to kneel, stoop, climb, stand, crawl, and sit for long periods of time.
- Ability to lift 40 pounds at a time.
- Ability to drive, as needed, to meet day-to-day business needs. Some night driving.

**Why Join VHOCC?**

- Organization-provided iPhone and iPad.
- Flexible scheduling for approved personal appointments.
- Paid HPNA membership.
- Support toward CHPN certification.
- Paid attendance at hospice and palliative care conferences.

VHOCC is an independent, nonprofit hospice serving our community for nearly 50 years. Because we do not bill Medicare or private insurance, our nurses have the flexibility to focus on what matters most: building relationships with patients and families while delivering compassionate, individualized care. We value collaboration, professional growth, work-life balance, and innovation in end-of-life care.