



# EURES – Vacancy form

## Employer

Name	Heim kommune
Address	Trondheimsveien 1, 7200 Kyrksæterøra, Norway
Telephone number	+47 922 43 615
Contact person	Tore Erling Løvstrand
E-mail	<a href="mailto:tore.lovstrand@heim.kommune.no">tore.lovstrand@heim.kommune.no</a>
Website	<a href="https://www.heim.kommune.no/">https://www.heim.kommune.no/</a>

## Description of the employer

Heim municipality, located along the coast of Trøndelag, awaits you with its magnificent nature and pleasant environment. Heim has approximately 6 000 inhabitants with great opportunities for outdoor recreation such as hiking, hunting, fishing, boating and much more. In addition, the municipality has kindergartens which cultivate child development as well as good primary and secondary schools. Both public and private services are well developed and offer retail, restaurants, a hotel and a diverse cultural scene.

Heim municipality is an innovative employer that offers good benefits such as insurances and other social benefits for its employees. Heim municipality is an employer that takes a good working environment seriously and has implemented the ABC work-life program. Heim municipality strives to meet all employees in a professional and welcoming way.

Our health care centers provide around the clock services and are located within close proximity to assisted living facilities. Heim municipality also offers professional home care services.

The staff have a high level of professional competence with the main emphasis on nursing. The work is based on the principle of mastery with a focus on everyday coping, everyday rehabilitation and holistic patient pathway in the home (HPH).

The responsibility of the positions are both essential and rewarding. Here you will be able to use your nursing expertise in an exciting way, together with experienced colleagues. Heim municipality provides good opportunities for further training and skill development. As a nurse in Heim municipality you can make a huge impact on how we organize our healthcare services in the future.

Job title	Nurses
Number of posts	Several positions available in multiple work environments
Job description	<ul style="list-style-type: none"> <li>• There are a variety of different fields of nursing available and you may be able to work with a wide range of patients with different diagnoses from dementia and cancer to those with multiple diagnoses.</li> <li>• There are positions available within several work environments from our healthcare centers to assisted living and home care.</li> <li>• There are also opportunities to use advanced nursing techniques and assistive technology as well as provide practical assistance.</li> <li>• Provide direct patient care, including assessments, monitoring, and administering medications and treatments.</li> <li>• Collaborate with physicians, healthcare staff, and families to develop and implement personalized care plans.</li> </ul>

- Guidance and training of healthcare staff.
- Educate patients and their families on health conditions, treatment plans, medications, and lifestyle changes.
- Record patient medical histories, symptoms, and responses to treatments in medical charts.
- Monitor patients' progress and report any changes in their condition to the healthcare team.
- Assist with diagnostic tests, procedures, and medical equipment usage.
- Ensure patient comfort and safety by maintaining a clean and well-organized environment.
- Maintain up-to-date knowledge of medical practices, policies, and technological advancements.
- Advocate for patients' needs and rights, providing emotional support to patients and families.
- Comply with all healthcare regulations, policies, and standards of care.
- Work preventively to reduce care needs and strengthen self-care.

**Skills requirements:**

**Professional requirements:**

- Approved education as a nurse.
- Comprehensive computer skills.
- Preferably experience from the municipal health service, or nursing.
- Applicants with a valid driver's license (class B) will be prioritized.
- Strong clinical assessment and critical thinking skills.
- Proficiency in administering medications and treatments.
- Excellent communication and interpersonal skills.
- Ability to work effectively in a fast-paced, team-oriented environment.
- Ability to handle stressful situations with professionalism and calm.
- Knowledge of healthcare practices, medical terminology, and equipment.
- Ability to educate and support patients and families on health-related matters.

**Personal qualities:**

- Independent, flexible, good teamwork and reflection skills
- Able to focus on interdisciplinary collaboration as much as on the individual and the subject
- Able to work independently towards defined goals and have the ability to follow through
- Positive towards development and change
- Positive attitude and determination.
- Compassionate, empathetic, and patient-focused attitude.

**Type of work contract:**

**Permanent**

**Starting date**

**By agreement between the applicant and employer**

**Working hours**

**7 to 12 hours a day depending on the shift**

**Place of work**

**Heim municipality, Norway**

Salary	<p><b>Example for Bachelor of Nursing:</b></p> <p>€ 49 500 – 51 200 (current currency rate of 11,65 NOK)</p>
Other information	<p><b>Increases in pay due to:</b></p> <ul style="list-style-type: none"> <li>• Additional education and increased liability</li> <li>• Shifts on evenings, weekends and holidays</li> <li>• Loyalty Bonus</li> </ul> <p><b>Heim municipality provides assistance with:</b></p> <ul style="list-style-type: none"> <li>• Finding housing</li> <li>• Norwegian courses</li> <li>• Integration into the Heim community</li> <li>• Additional education programmes if desired or needed</li> </ul>

## Application

Last date of application	By agreement between the applicant and employer
How to apply?	Contact Tore Erling Løvstrand by e-mail for more information and guidance
Contact person/ telephone number	+47 922 43 615
E-mail	<a href="mailto:tore.lovstrand@heim.kommune.no">tore.lovstrand@heim.kommune.no</a>
Other information	<p><b><u>We offer:</u></b></p> <ul style="list-style-type: none"> <li>• The opportunity to influence your working hours through flexible shifts. You can therefore, if desired, work intensively for a period of time and then have a longer period off.</li> <li>• Independent work with academic challenges.</li> <li>• An innovative and improvement-focused employer.</li> <li>• Very good pension and insurance benefits.</li> <li>• Occupational health service.</li> </ul> <p><b><u>Terms of employment:</u></b></p> <ul style="list-style-type: none"> <li>• Salary in accordance with the Basic Collective Agreement with a guarantee of at least 10 years of additional seniority from day one.</li> <li>• Working hours: Negotiation rotation with work every 4th weekend. Our nursing positions have working hours during the day, evening and at night. The shift currently has some long shifts with working hours of up to 12.5 hours on weekends. Shift changes may occur.</li> <li>• A police certificate of a newer date must be presented before starting in the position.</li> </ul>