



Three Affiliated Tribes Elbowoods Memorial Health Center

1251 Elbowoods Loop
New Town, ND 58763-4400
(701) 627-4750 Fax: (701) 627-2809



Job Description

LEAD HIM TECHNICIAN

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

REPORTS TO: HIM Director DEPARTMENT: EMHC HIM SALARY: \$22.72 – \$31.88 DOE/DOQ CLASSIFICATION: Exempt	FLSA STATUS: FT-Regular LOCATION: 1251 Elbowoods Loop OPENING DATE: CLOSING DATE:
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POSITION SUMMARY:

The Lead HIM Technician reports to the HIM Director with overall responsibility to the CEO. This position serves primarily as the Lead HIM Technician for EMHC and 4 field clinic locations. The Lead HIM Technician must have thorough understanding of Health Information Management departmental standards and guidelines according to state and federal law regulations. The Lead Technician will be responsible for assisting the HIM Director with training new technicians on departmental processes as well as providing continuing education and training of current staff. The Lead HIM Technician will be the back-up for HIPAA training for new hires, orientation, and general staff meetings. In particular, the Lead HIM Technician position will be solely responsible for conducting quality assurance checks on all images scanned into the Electronic Medical Record prior to being shredded. The Lead HIM Technician will also assist the HIM Director with payroll if requested or required.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Must have full comprehensive knowledge of HIM departmental laws, regulations, and processes;
2. Must be available to fill in for other job roles within the department as needed;
3. Must be able to present and train in front of group settings;
4. Keeps an organized and clutter-free workspace/environment;
5. Assists HIM Director with training new staff;
6. Assists HIM Director with continuing training needs of current staff;
7. Assists HIM Director with conducting HIPAA training of new staff, orientation training, and general staff meetings;
8. Assists HIM Director with payroll;
9. Assists HIM Director with creation and review of current policies and procedures;
10. Conducts quality assurance checks on all scanned records prior to shredding;
11. Shreds paperwork in a timely HIPAA compliant manner;
12. Ensures all records are processed according to HIM Policies and Procedures which include but are not limited to the following:
 - a. All records for scanning are numbered, date stamped, and logged in the correspondence log;



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- b. Documents for scanning are fully completed with signatures, dates, and two patient identifiers prior to scanning;
 - c. Records are scanned in a timely manner;
 - d. Provider acknowledgement is received on all outside facility records;
 - e. Processes Authorizations to Disclose Protected Health Information according to state/federal laws/EMHC Policies and Procedures;
 - f. Adheres to HIPAA Laws and Regulations;
 - g. Works closely with all departments of EMHC and Field Clinics;
13. Represents EMHC in a highly professional matter;
 14. Demonstrates respect and understanding of confidentiality for patients, staff and others according to policy and HIPAA regulation;
 15. Participates in EMHC staff meetings, assigned committees, community events, and other meetings as instructed or deemed necessary;
 16. Actively strives to educate the community on the mission, vision and values of EMHC in a positive approach to assist in the growth of the organization and assist our community in its healthcare needs;
 17. Adheres to and abides the policies and procedures of the MHA Nation and of the Elbowoods Memorial Health Center;
 18. Adheres to the Mission, Vision and Values of the Elbowoods Memorial Health Center;
 19. Attend training and maintain certifications as required; and
 20. Other duties as assigned.

NOTE: The duties listed are not intended to be all-inclusive. Duties assigned to any individual employee are at the discretion of the appointing authority.

SUPERVISORY REQUIREMENTS:

- Directly supervises HIM technician staff.

COMPETENCIES:

- **Analytical** – The individual synthesizes complex or diverse information;
- **Problem solving** – The individual identifies and resolves problems in a timely manner and gathers and analyzes information skillfully;
- **Verbal/written communication** – The individual speaks clearly and persuasively in positive or negative situations, demonstrates group presentation skills and conducts meetings;
- **Delegation** – The individual delegates work assignments, gives authority to work independently, sets expectations and monitors delegation activities;
- **Management skills** – The individual includes staff in planning, decision-making, facilitating and process improvement; makes self-available to staff; provides regular performance feedback; and develops subordinates' skills and encourages growth;



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- **Quality management** – The individual looks for ways to improve and promote quality of the department and demonstrates accuracy and thoroughness;
- **Judgment** – The individual displays willingness to make decisions, exhibits sound and accurate judgment and makes timely decisions;
- **Planning/Organizing** – The individual prioritizes and plans work activities, uses time efficiently and develops realistic action plans;
- **Safety and Security** – The individual actively promotes and personally observes safety and security procedures and uses equipment and materials properly.

KNOWLEDGE AND ABILITIES:

Knowledge

- Knowledge of the MHA Nation and Elbowoods Memorial Health Center policy and procedures of personnel administration;
- Knowledge of sound techniques in all aspects of personnel management;
- Knowledge of the organizations and operations of administrative programs.

Abilities

- Ability to develop long-term plans and programs and to evaluate work accomplishments;
- Ability to apply and adapt practices and techniques to the special requirements of senior management;
- Ability to establish and maintain effective relationships with other management staff, employees, and the public;
- Ability to present facts and recommendations effectively in oral and written form;
- Ability to be punctual, reliable, dependable and able to maintain confidentiality.

MINIMUM QUALIFICATIONS AND EDUCATION:

- High school diploma/or GED; **REQUIRED**
- Must have excellent communication skills and pay attention to detail;
- Cognitive knowledge, skills, abilities as related to the position;
- Computer literate and basic proficiency with Microsoft Office and other database software. i.e. RPMS/EHR;
- Familiarity with MHA Nation culture, values, and traditions;
- Valid Driver's License and an acceptable motor vehicle record from the North Dakota Department of Motor Vehicle; **REQUIRED**
- Must submit to a Criminal Records Background Check;
- Must submit to an Alcohol/Drug Screen and random testing as per policy.

WORKING CONDITIONS:

- Unless otherwise properly approved, the normal schedule of hours is from 8:00 a.m. to 12:00 noon, and from 1:00 p.m. to 5:00 p.m. CST;



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- The work environment and working conditions described here are representative of those that are typical of the job and must be met by an employee to successfully perform the essential functions of this job:
 - Work is performed in an office environment with varying conditions of noise level, temperature, and illumination;
 - Requires eye-hand coordination and manual dexterity sufficient to operate keyboard, computer and other office equipment;
 - Work situations may be stressful and require irregular hours;
 - Potential exposure to blood and other hazardous material, communicable diseases, and other conditions common in a health care environment;
 - Work is performed inside with exposure to unpredictable crisis situations;
 - Shift work may be required;
 - Extensive walking is required since interaction between all disciplines within the health care operations and management is required;
 - Travel may be required to accomplish organizational goals;
- Reasonable accommodation may be provided to enable individuals with disabilities to perform the essential functions:
 - The individual is regularly required to stand; walk; use hands to handle or feel; reach with hands and arms; and talk or hear;
 - The individual is occasionally required to sit; climb or balance; and stoop, kneel, crouch, or crawl;
 - The individual must regularly lift and/or move up to 50 pounds;
 - Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus;
 - Must be alert, oriented, ability to perform with accuracy and always be self-conscious of surroundings.

Note: The statements herein are intended to describe the general nature and level of work being performed by employees and are not to be construed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

Preference will be given to bona fide American Indian applicants in accordance with TAT policies and Federal Indian regulations for such preference.

THE MANDAN, HIDATSA, ARIKARA TRIBES DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, SEX, RELIGIOUS PREFERENCE, AGE, HANDICAP, MARITAL STATUS, POLITICAL PREFERENCE, GENETICS, OR MEMBERSHIP OR NON-MEMBERSHIP IN AN EMPLOYEE ORGANIZATION, EXCEPT AS ALLOWED BY THE INDIAN PREFERENCE PROVISION OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED AND NORTH DAKOTA HUMAN RIGHTS ACT.



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PERSONS OF INDIAN ANCESTRY WHO WISH TO CLAIM INDIAN PREFERENCE SHOULD SUBMIT A COPY OF THEIR TRIBAL ENROLLMENT CERTIFICATE INDICATING THE AGENCY ENROLLED.

All interested individuals must submit the following information:

1. Job Application
2. Diplomas/Certificates and Transcripts
3. 2 Forms of Identification: Driver License and/or State Issued ID and 1 Other
4. Indian or Veteran Preference documents (If applicable)

Submit all necessary information to ABR_MNTEMHCrecruitment@ihs.gov & Recruitment@mhanation.com

Supervisor Signature: _____ Date: _____

Employee Signature: _____ Date: _____