



## **Job Announcement: Clinical Nurse Educator & Care Coordinator (Bilingual English/Spanish Preferred)**

Migrant Clinicians Network (MCN), a 501(c)(3) national nonprofit founded in 1984, is hiring a full-time Clinical Nurse Educator & Care Coordinator.

MCN builds practical solutions at the intersection of migration, vulnerability, and health. Through training, technical assistance, resource and tool development, and opportunities for connection, we support tens of thousands of health care providers, community health workers, outreach teams, and other clinicians across the United States and Puerto Rico. We also provide direct care coordination to migrants, immigrants, and other underserved and historically marginalized communities.

Our life-saving work is powered by a diverse and passionate team committed to health justice. Most of our staff work remotely, with offices located in Salisbury, MD and San Juan, PR.

Reporting to Director of Training and Technical Assistance, you embed clinical expertise in MCN's training and technical assistance programs, including Health Network (HN), a program to strengthen continuity of care for mobile and under-resourced patients. You will advise HN cases, serve as the clinical bridge when escalation is needed, and work directly with providers and specialty partners to ensure timely referrals, accurate record transfers, and fidelity in care pathways. The role also advises internal workflows to strengthen referral, patient enrollment guidance, and escalation processes.

You will participate as a subject matter expert in education and training activities as well as in the creation of clinical resources. You will be responsible for reviewing continuing education materials for submission to the American Nurses Credentialing Center (ANCC). In addition, you will closely collaborate with the Chief Medical Officer (CMO) and work with MCN leadership to maintain quality, compliance, and alignment with the mission. Occasional travel may be required for training and project planning.

### **Responsibilities**

#### **Clinical guidance**

- Provide clinical expertise to support Health Network navigators and community health workers (CHWs), ensuring that referrals, record transfers, and linkages for general and specialty care are clinically appropriate and timely.
- Determine when cases require escalation to the CMO or to partner providers for higher-level clinical review or intervention.
- Serve as the point of clinical escalation when barriers arise, including direct communication with providers to secure timely care.
- Reinforce consistent clinical standards and advise on internal workflows that build trust with patients and partner organizations.
- Provide clinical insight to ensure appropriate navigation outcomes.

### **Referral coordination**

- Collaborate with partner primary care providers and specialists in community health centers, hospitals, and other health care delivery sites to facilitate smooth handoffs and reduce delays in access.
- Contributes to monitoring continuity of care until case closure, helping to prevent gaps during patient relocation.

### **Training, technical assistance and capacity-building**

- Offer clinical input and informal coaching to navigators and CHWs on complex cases.
- Reinforce consistent clinical standards and advise on internal workflows that build trust with patients and partner organizations.
- Share clinical expertise in national virtual trainings and small group communities of learning/learning collaboratives as a subject matter expert.
- Review materials for MCN and partner webinars, and conferences to provide CNE in accordance with ANCC accreditation requirements - this work is supported by our Manager of Continuing Education and other staff.
- Provide technical assistance to clinicians in field(s) of expertise.
- Review clinical materials for accuracy, currency and health literacy.

### **Documentation, evaluation, and workflow improvement**

- Ensure accurate and confidential documentation in the Health Network's patient navigation system, in compliance with HIPAA.
- Collaborate with evaluation staff to support data collection on clinical outcomes, workflow feasibility, referral fidelity, and navigation practices.

### **Collaboration and partnerships**

- Work closely with MCN leadership, Senior Managers, and CMO to align navigation practices with organizational priorities.

- Collaborate and maintain effective relationships with community health centers, hospitals, and specialists, including escalating cases as needed to secure timely and appropriate care.
- Represent MCN as a clinician on advisory boards, in partner meetings, and other spaces related to MCN activities.

### **Required Skills/Abilities**

- Ability to communicate effectively, both orally and in writing
- Bilingual in English and Spanish preferred
- Demonstrated ability to establish effective and cooperative working relationships built on trust
- Excellent organizational, time management and decision-making skills
- Proficient in Microsoft Office and health record management systems. Ability to use and adapt to electronic systems for patient navigation, case tracking, and medical record transfer (e.g., EHRs, referral management systems, HIPAA-compliant databases). Comfortable with data entry, quality review, and basic reporting functions to support program monitoring and evaluation.
- Outstanding written and verbal communication skills and organizational skills required. Must be able to manage multiple tasks.
- Demonstrates professional competence in addressing the unique challenges of agricultural workers, rural communities, and mobile populations.
- Ability to manage competing priorities in a fast-paced, dynamic environment while maintaining accountability and high standards of care.

### **Education & Experience**

- Bachelor's degree in Nursing (BSN) required; and a Master's degree in Nursing, Public Health, Physician Assistant Studies, or related field preferred. Must hold an active, unrestricted license as a Registered Nurse (RN) or Nurse Practitioner (NP).
- Minimum of two (2) years of direct clinical experience in community health, rural health, public health, agricultural worker health, or a related field.
- Demonstrated ability to work with under-resourced populations, such as migrants, farmworkers and those facing barriers due to mobility, geography, or other socio-economic factors.
- Familiarity with continuity of care challenges such as record transfers, referral coordination, and navigation across healthcare systems.

- Experience collaborating with community health centers, hospitals, or community-based organizations preferred.
- Experience providing clinical training, which may include in-services, webinar, or speaking at conferences. Familiarity with adult learning methods preferred.
- Skilled in clinical decision-making, patient education, and advocacy within complex healthcare systems.

### **Physical & Travel Requirements**

- Prolonged periods of sitting at a desk and working on a computer.
- Possible occasional domestic and international travel as needed.

### **Compensation & Benefits**

Starting Salary \$75,000 per year

Actual compensation will be determined based on experience, licensure, education, and location.

MCN offers full-time employees a competitive and comprehensive benefits package; details will be shared during the interview process.

Interested candidates are invited to apply [via the Deamer Group](#).

*MCN provides equal employment opportunities to all individuals without regard to race, color, sex, religion, national origin, age, disability, pregnancy, sexual orientation, gender identity or expression, genetic information, ancestry, or HIV/AIDS status. We comply with all applicable federal and state laws, rules, and regulations, and provide equal employment opportunity in all aspects of employment and employee relations.*