



Join *the* Mission

Working at AWC | Your Opportunity Profile

Nurse Manager

24 Hours / Week



Thank you for your interest in joining a mission that goes beyond. Your opportunity awaits.

AWC invites you to join a team uniquely focused on creating a community where families are strong and life is cherished.

AWC offers a positive work-life balance with like-minded coworkers committed to service.

Enclosed is information about our organization that is foundational to who we are and how we serve. Please review these documents, as well as the attached job description, and make sure you are in full agreement before applying. If needed, I would be happy to provide any clarifications via email at jillh@pregnancylancaster.com.

To officially apply, please complete the enclosed Employee Application, including two references and your salary expectations, and email the application along with your resume to: JillH@pregnancylancaster.com. We cannot proceed with an interview until all these items are received.

Again, thank you for your interest in our organization. We look forward to learning more about you!

Sincerely,

Jill B. Hartman
Executive Director

Employment Opportunity Profile

Mission Overview

A Woman’s Concern provides an open door and inviting space to all women in need of resources related to pregnancy, parenting and sexual health and empower families with focused classes, dedicated support, and material assistance to uphold the value of every human life.

With over 50 years of experience, this well-established Lancaster non-profit seeks to help build a community where families are strong and life is cherished.

Below are some of the key services we provide while living out our mission:

- ✓ medical grade pregnancy tests
- ✓ ultrasound scans
- ✓ material assistance
- ✓ pregnancy options information
- ✓ sexual risk avoidance education
- ✓ fatherhood education
- ✓ prenatal and parenting classes
- ✓ lactation services and support
- ✓ post abortion recovery group
- ✓ community referrals
- ✓ health and safety classes

We serve anyone in Lancaster County (and beyond) who is looking for education, practical help, and support, at no cost, confidentially and without judgement. We are also known for doing all that we do with great love and compassion and for offering hope to those in our community. Each of our staff members acts as the hands and feet of Christ in every interaction and conversation with those who walk through our purple doors. Consistent with our Christian faith, we welcome and provide services to any persons seeking our services regardless of belief or unbelief. We accept as volunteers and team members all persons, regardless of faith or belief, who agree to and do work in alignment with our beliefs and who do not seek to undermine or oppose our faith in the provisions of the services we provide.

Why AWC?

AWC team members unequivocally commit to sharing their unique talents to make a difference in the lives of our clients. They have servant hearts. They find fulfilment in being part of a powerful and dedicated team seeking to not only save lives but transform them. They desire to walk alongside our clients who are struggling and provide them with compassion, resources, knowledge and love.

Team Commitment

Upon joining the AWC team, all staff and volunteers must provide a child abuse clearance, state police clearance and FBI-Fingerprinting and criminal background check. All board members, staff

and volunteers upon joining AWC and every year afterwards commit to the following statements and standards:

- Vision Statement
- Mission Statement
- Statement of Faith
- Our Commitment of Care and Competence
- Operational Assumptions
- Confidentiality
- Conflict of Interest

Vision Statement

To build a community where families are strong and life is cherished.

Mission Statement

We provide an open door and inviting space to all women in need of resources related to pregnancy, parenting and sexual health and empowers families with focused classes, dedicated support, and material assistance to uphold the value of every human life.

Statement of Faith

1. We believe in one God eternally existing in three persons: Father, Son, and Holy Spirit.
2. We believe in God the Father, whose creation reveals His unparalleled power and whose love extends to every person even before each is born.
3. We believe in the deity of Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His atoning death on the cross in our place, in His bodily resurrection, in His ascension to the right hand of the Father, and in His future personal return in power and glory.
4. We believe that human beings are created in God's image, but because of human sin against God, that image was defaced and fellowship with God was broken.
5. We believe that God has demonstrated His love for lost and sinful humanity, in that while we were yet sinners, Christ died for us. We believe that the Holy Spirit convicts us of sin and leads us to experience God's salvation through faith in Jesus Christ as Savior and Lord, who alone reconciles us to God and who is restoring God's image in us.
6. We believe in the ongoing ministry of the Holy Spirit, who empowers us to live godly lives and to express our personal faith in good works.
7. We believe in life after death of both the saved and the lost; the saved to dwell in God's presence forever, and the lost to exist without God.
8. We believe that the Bible is the inspired, infallible, and uniquely authoritative Word of God, and our guide in faith and life.
9. We believe in the Body of Christ, which by the Holy Spirit is bound together in spiritual unity and sent out in gifted diversity to accomplish Christ's mission in the world.

Our Commitment of Care and Competence

- Patients and clients are served without regard to age, race, income, nationality, religious affiliation, disability or other arbitrary circumstances.
- Patients and clients are treated with kindness and compassion, in a caring manner.
- Patients and clients always receive honest and open answers.
- Patient and client information is kept securely and confidentially and only released with the client's signed authorization or as required by law.
- Patients and clients receive accurate information about pregnancy, fetal development, lifestyle issues, and related concerns.
- We do not offer, recommend, or refer for abortions or abortifacients, or contraceptives. We are committed to offering accurate information about related risks and procedures.
- All of our advertising and communications are truthful and honest, and accurately describe the services we offer.
- We provide a safe environment by screening and equipping all staff and volunteers interacting with clients.
- We are governed by a Board of Directors and operate in accordance with our articles of incorporation, by-laws, and stated purpose and mission.
- We comply with applicable legal and regulatory requirements regarding employment, fundraising, financial management, taxation, and public disclosure, including the filing of all applicable government reports in a timely manner.
- All services are provided in accordance with pertinent and applicable laws. Medical services are provided in accordance with medical standards, under the supervision and direction of a licensed physician (or advanced clinical provider as permitted by law).
- All staff and volunteers receive appropriate training to uphold these standards.

Operational Assumptions

- The vast majority of women do not want to have an abortion and do so because they feel insecure and unsupported.
- When women receive accurate information in a controlled, professional environment, they are empowered to make an informed, healthy decision for her and her family.

- Many women feel more secure in a controlled, professional environment.
- When a woman is afforded peace of mind and security, more often than not she will choose to have her baby.
- Every appointment with an abortion-minded patient is a systematic, pre-determined process designed to provide her with the necessary information to empower her to make a life choice.

General Policies

A Woman's Concern, Inc. is interdenominational, independent, non-profit and non-political. Services are rendered without discrimination because of race, creed, age, sex, color, handicap or origin.

A Woman's Concern has an absolute policy of never referring for abortion or abortifacients.

A Woman's Concern does not include contraceptives in their scope of service but rather emphasizes the value of making healthy choices about sexuality. Health issues relevant to various forms of birth control may be addressed with both single and married clients. Clients desiring additional contraceptive information would need to contact their physician.

All our services are available free of charge.

EMPLOYEE APPLICATION

Name _____

Position applying for _____

Salary Expectations _____

Address _____

Phone _____

E-mail _____

Date of Birth _____

Church affiliation (if any): _____

Pro-life group involvement:

Hobbies, talents, interests:

How did you hear of A Woman's Concern?

I think abortion is ...

What I have to offer A Woman's Concern is ...

I want to join the team at A Woman's Concern because ...

Describe a time when you faced an unexpected challenge. Explain how you identified the challenge, the steps you took to address it and the outcome. What would you do differently now if a similar situation arose?

Reference 1: Name _____
Phone _____
Address _____
Address _____
How acquainted? _____
Number of years known? _____

Reference 2: Name _____
Phone _____
Address _____
Address _____
How acquainted? _____
Number of years known? _____

Working at A Woman's Concern requires a strong commitment. I have read and reviewed the Vision and Mission Statements, Statement of Faith, Our Commitment of Care and Competence and Operational Assumptions. In addition, I understand that all information regarding my work at A Woman's Concern is confidential. I am in agreement with and agree to follow these standards to the best of my abilities.

Signature

Date

Position Summary

Job Title	Nurse Manager
Classification	Staff Non-Exempt Member of Medical Services Team
Reports to	Executive Director
Oversees	Nurses
Status	24 hours a week; includes one evening

Join Our Caring, Life-Affirming Team!

Are you a compassionate healthcare leader ready to make a real difference? At *A Woman's Concern*, you'll help ensure women and families receive expert, respectful, and life-affirming care—guided by our mission to affirm life, nurture hope, and strengthen families.

As Nurse Manager, you'll provide hands-on clinical leadership, oversee daily nursing operations, and uphold the highest standards of quality care for women from pregnancy through postpartum. This role reflects professionalism, integrity, and a passion for life-affirming healthcare.

What You'll Do

Clinical Leadership and Patient Care

- Provide direct nursing care, including patient consultations, pregnancy testing, STI testing and management, early prenatal support, education, and follow-up.
- Supervise nursing staff to ensure consistent, compassionate, and evidence-based care aligned with AWC's Linear Medical Focus Model.
- Contribute to monthly Focus meetings by supporting coordination efforts and participating in the review of clinical goals, outcomes, and process improvements.
- Conduct shadowing and annual performance reviews for nursing staff to support growth, development, and accountability.
- Lead training and onboarding of new nursing staff and volunteers, fostering clinical excellence and adherence to organizational standards.
- Maintain compliance for all nurses regarding annual training, licensure, and certification requirements.
- Communicate effectively between the leadership team and nursing staff to ensure smooth operations and shared understanding.
- Participate in weekly Patient Care Team meetings to review cases, coordinate care, and promote collaboration.
- Provide clinical oversight for accurate, confidential, and complete patient documentation within the EMR system.
- Regularly review patient charts to ensure accuracy, completeness, and compliance with policies and standards of care.

Program Development and Quality Assurance

- Participate in evaluating and refining clinical services to enhance patient outcomes and operational efficiency.
- Identify opportunities for service improvement and implement nursing best practices.

- Assist in developing or updating nursing policies, procedures, and educational materials to reflect current standards of women's healthcare.
- Serve as an active member of the Quality Control Team and participate in quarterly Quality Improvement (QI) meetings to review trends and strengthen care quality.

Education and Advocacy

- Educate and empower patients on topics such as pregnancy health, childbirth preparation, postpartum recovery, and parenting.
- Promote a supportive, life-affirming environment that fosters trust and holistic care.
- Provide community referrals that align with patient needs and the organization's mission.

Compliance and Continuous Improvement

- Ensure nursing services comply with AAAHC standards, Pennsylvania regulations, and internal protocols.
- Conduct or participate in chart audits and quality reviews to support clinical excellence.
- Stay current on best practices in maternal and women's health and integrate new knowledge into patient care.
- Model ethical and professional conduct consistent with the organization's values.

What We're Looking For

Education and Credentials

- Bachelor of Science in Nursing (BSN) required.
- Current Pennsylvania licensure (RN) required.
- CPR/BLS certification required.

Experience and Skills

- Minimum of 2 years of clinical experience in women's health, obstetrics, or a related field preferred.
- Strong understanding of chart review, compliance standards, and documentation best practices.
- Effective communicator with strong organizational and leadership abilities.
- Compassionate clinical professional capable of working independently and collaboratively.
- Spanish fluency is highly valued.

Mission and Character

- Passionately pro-life and aligned with A Woman's Concern's mission and statement of faith.
- Demonstrates integrity, maturity, empathy, and professionalism in all aspects of work.
- Committed to ongoing professional and spiritual growth.

Clearances and Certifications

Upon hire, ability to secure Child Abuse Clearance, State Police Clearance and FBI Fingerprinting and Criminal Background Check. On a bi-annual basis, participate in training for mandated reporting of child abuse. Current CPR and BLS certification.

Physical Demands

Activities in performance of duties include sitting, standing, walking, climbing stairs, lifting to 5 lbs., kneeling, reaching, pushing, pulling, keystroking on a keyboard or similar device, talking, hearing, and seeing.

Why Join Us?

- Make a lasting impact through compassionate, life-affirming care.
- Work in a joyful, faith-filled environment where hope and healing come first.
- Enjoy professional growth opportunities and deep personal fulfillment as part of a mission that changes lives.