



“I have been blessed with the gift of great opportunities to grow and learn, and people at BAYADA have challenged and supported me in those opportunities.”

— Colleen Swedberg, RN, BSN
Clinical Manager

“When I started with BAYADA as a field nurse, I would never have imagined that I would have the opportunity to oversee multiple service offices in a matter of years.”

— Virginia Steelman, RN, BSN
Division Director

“BAYADA gave me the opportunity to develop my skills and become a clinical leader.”

— Marie Blessington, RN
Director of Clinical Leadership Development



Contact us

Call **888-4-BAYADA** (422-9232) for more information about growth opportunities. We're happy to answer any questions you may have.

Chart your own career

Career paths for registered nurses and physical therapists



Pamela Torregosa, RN, and Beatrice Lewis, RN, are growing their nursing careers and providing leadership as BAYADA clinical managers



BAYADA Home Health Care provides nursing, rehabilitative, therapeutic, hospice, and assistive care services to children, adults, and seniors in the comfort of their homes.

BAYADA SPECIALTY PRACTICES

Home Health Care • Pediatrics • Hospice

BAYADA is accredited by Community Health Accreditation Program for meeting the industry's highest nationally recognized standards of care.



888-4-BAYADA

www.bayada.com

11-1000-2511

A message from Mark Baiada



In 1975, BAYADA Home Health Care was founded in Philadelphia with a vision to help people live safely at home with comfort, independence, and dignity.

More than three decades later, we continue to join with like-minded care professionals and have grown from our humble beginnings to become a national leader in health care at home.

We understand that professionals like you are the heart of what we do. We are committed to supporting you in a way that allows you to provide care with compassion, excellence, and reliability—it's *The BAYADA Way*.

J. Mark Baiada

J. Mark Baiada
Founder and President

See stories that bring *The BAYADA Way* to life at www.bayada.com/stories

Compassion. Excellence. Reliability.

Chart your own career with our clinical career paths

More and more clinicians are finding a home with BAYADA Home Health Care, a company built on compassion, excellence, and reliability. Our clients receive the highest quality home health care services because we are committed to providing our clinical leaders with 24-hour support, the training of an industry leader, and rewarding careers in one of the fastest growing industries.



Compassion. Excellence. Reliability.

	Field Employee	Clinical Associate	Clinical Manager 1/Clinical Manager 2	Associate Director/Director
ROLE	<ul style="list-style-type: none"> Care for clients in their homes Adhere to client care plan Accurately complete required documentation Troubleshoot client care needs Meet requirements for training and screening Assist office staff in coordinating care 	<ul style="list-style-type: none"> Work under the supervision of the clinical manager Support the team Conduct clinical care management in the office and in the field Work with the clinical manager to provide clinical oversight to field staff 	<p><i>For clinical manager 1:</i></p> <ul style="list-style-type: none"> Provide clinical guidance, quality improvement, and community and marketing activities Demonstrate independence with admission, care planning, discharge, and management Consult with physicians and obtain physician orders Support and develop field employees and clinical associates <p><i>For clinical manager 2, see clinical manager 1, plus:</i></p> <ul style="list-style-type: none"> Display expertise in all roles and responsibilities Implement improvements for care or processes Be an expert in care and supervision 	<ul style="list-style-type: none"> Manage all operations of the office, including strategic planning, fiscal management, clinical care, and client and employee development Build a dynamic team dedicated to attaining optimal clinical outcomes Develop and execute a recruitment plan Monitor quality and appropriateness of services provided Assure compliance with company policies and procedures
QUALIFICATIONS	<ul style="list-style-type: none"> Registered nurse or physical therapist Current license Minimum 1 year experience Passing score on employment tests and skills demonstration Reliable and punctual Ability to align with <i>The BAYADA Way</i> core values 	<p><i>See field employee, plus:</i></p> <ul style="list-style-type: none"> Above average assessment skills Competency in basic computer skills Continued professional growth and development (through continuing education programs and professional memberships) 	<p><i>See clinical associate, plus:</i></p> <ul style="list-style-type: none"> Minimum 2 years experience—with 1 year in home health care (2 years of high-tech care for pediatrics) Demonstrated leadership and expertise Development of staff into advanced roles 	<p><i>See clinical manager, plus:</i></p> <ul style="list-style-type: none"> Bachelor's degree, RN or PT Proven progressive management experience Demonstrated record of goal achievement while taking on increasing responsibilities Business development and relationship-building skills Excellent communication, organization, and leadership skills
REWARDS	<ul style="list-style-type: none"> Comprehensive benefits Paid time off Weekly pay and direct deposit Referral bonuses Free training Scholarship opportunities 401(k) plus match 	<p><i>See field employee, plus:</i></p> <ul style="list-style-type: none"> Cross-training for personal and professional development 	<p><i>See clinical associate, plus:</i></p> <ul style="list-style-type: none"> Clinical and business leadership opportunities Incentives 	<p><i>See clinical manager, plus:</i></p> <ul style="list-style-type: none"> Opportunity for advancement to divisional management level