



<https://tobolainc.com/job/licensed-practical-nurse/>

## Licensed Practical Nurse (LPN)

### Description

**JOB CODE 0218000, 0218001**

### REPORTS TO RN Clinical Coordinator / Executive Director

As a Licensed Practical Nurse, the primary job responsibility is “to provide quality residential care for persons with intellectual and developmental disabilities and consistently look for innovative resources and means for the expansion of services for this targeted disability group”

### Essential Job Responsibilities

- Support and implement the TOBOLA mission while empowering each person supported to direct his or her own life.
- Support multiple homes for clinical coordination
- Responsible for training and education of Unlicensed staff on skills needed for support
- Responsible for coordinating the infection control program
- Provides clinical leadership to Unlicensed Assistive Personnel (UAP)
- Conduct clinical audits of medication administration and other medical needs of the individual
- Conduct the clinical Aspects of all Quality Improvement Projects (QIP)
- Maintain supports in compliance with DDS (DE-DDDS) Licensure Standards and any other standards and regulations that apply. Maintain and account for all documentation for certification, regulations, standards, and TOBOLA policy.
- Plan, encourage, and support training and staff development programs, using knowledge of the effectiveness of methods such as classroom training, demonstrations, on-the-job training, meetings, conferences, mentoring, and workshops.
- Ensuring staff attend and complete all required training and ongoing professional development activities.
- Complete required documentation promptly.
- Maintain optimal communication and cooperative working relationships with the team, family, guardians, and other stakeholders.
- Always represent TOBOLA positively and professionally.
- Accept and perform on-call responsibilities.
- Computer skills, including but not limited to Microsoft Office, web-based applications, and general Windows skills.
- Perform other duties as assigned.

### Work Environment

The LPN's work environment may vary widely each day. He/she may function within a person's home, including the kitchen and a specially equipped bath. He/she may drive a vehicle to support the community activities of a person supported; the vehicle may be TOBOLA or the employee's personal vehicle. Such activities may include, but not be JD\_LPN\_04/2026 limited to, shopping and attending medical appointments.

### Hiring organization

Tobola Health Care Services Inc.

### Industry

Health care and Human services

### Job Location

Delaware, USA

### Date posted

May 8, 2026

He/she will be expected to travel for business or with a person supported both in and out of state. Hazardous material exposure is generally limited to household items such as cleaning items. The duties may present an exposure to blood-borne pathogens.

### **Required Trainings**

The LPN will maintain all state / TOBOLA-mandated trainings as per TOBOLA policy.

### **Physical Requirements**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the position. Reasonable accommodation may be made to enable employees with disabilities to perform the essential functions.

- The ability to physically assist people out of a structure in the event of an emergency.
- Communicate effectively using English both verbally and in writing
- Enough strength to lift 50 pounds for intermittent/ occasional periods and as necessary to, for example, carry several bags of groceries
- Sufficient dexterity to operate standard business equipment and other specialized equipment
- Vision for everyday reading and the ability to drive, as determined by each state.
- Stand/sit for extended periods of time, possibly up to 6 hours at a time.
- The ability as necessary to physically restrain individuals who could be a risk of danger to themselves or others
- Bend to the floor
- Reach above waist level, for example, to put groceries away on a shelf
- Twist at the pelvis
- Climb stairs
- Walk ½ mile
- Kneel to perform CPR
- Move without restriction to perform essential job functions

### **Education And Experience**

- Current DE LPN license and registration (or Compact License)
- At least one year of clinical experience in a hospital or adult care medical facility
- At least one year of working with Adults with Developmental and Intellectual Disabilities Company