

LPN - NOC SHIFT

Full-Time | Onsite | 3-Day Workweek (36 Hours)

\$36.00 - \$43.20 hourly (approximately \$67,392.00 - \$80,870.40 annually) + differential



Work that supports recovery - on a schedule that respects your life.

At Addictions Recovery Center (ARC), we provide trauma-informed care that promotes safety, stability, and dignity - for both clients and staff. Nowhere is that more critical than overnight, when consistency, clinical judgment, and a calm presence make all the difference.

As a Licensed Practical Nurse (LPN) on the NOC shift, you provide essential care in our Fresh Start Withdrawal Management program during the most vulnerable hours of the recovery process. Working in a medically-monitored detox setting, you support clients through withdrawal, monitor symptoms, administer medications, and ensure continuity of care through the night.

This role requires strong clinical skills, attention to detail, and the ability to respond effectively in a focused, fast-paced environment. You'll work closely with a multidisciplinary team while also operating with a high level of independence - maintaining accurate documentation, following provider orders, and supporting a safe, structured environment for clients.

Join a team where collaboration, accountability, and clear communication support high-quality care - and where your steady presence overnight plays a critical role in helping people take their first steps toward recovery.

Why You'll Love Working at ARC

- A true 3-day, 36-hour workweek that supports real work-life balance
- NOC shift differential pay that recognizes the value of overnight care
- A focused overnight environment where you can do your best clinical work with fewer interruptions
- A collaborative, multidisciplinary team that supports consistency, communication, and quality care
- A values-driven culture grounded in transparency, equity, and respect
- Meaningful work supporting clients through the earliest and most critical stages of recovery



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What You'll Do

Your work focuses on providing safe, consistent, and trauma-informed care during the overnight hours - supporting clients through withdrawal and ensuring continuity of care in a medically monitored setting.

On a typical week, you will:

- Monitor clients for withdrawal symptoms and changes in condition
- Administer medications as ordered and maintain accurate medication records
- Complete nursing assessments, including admissions and ongoing evaluations
- Respond to client needs with calm, timely, and clinically sound judgment
- Maintain accurate and compliant documentation in the EHR
- Support a safe, structured environment for clients during overnight hours
- Communicate effectively with the nursing team and multidisciplinary staff to ensure continuity of care
- Assist with coverage needs as part of a collaborative team (including holidays and scheduled rotations)
- Maintain compliance with HIPAA, 42 CFR Part 2, and ARC confidentiality standards
- Apply trauma-informed, person-centered care in all interactions

This position is scheduled 6:00 pm - 6:00 am, Sunday through Tuesday.



This role is part of a collaborative care environment where communication, consistency, and teamwork ensure continuity of care - especially during the overnight hours.

If you value meaningful work and take pride in providing steady, reliable care when it matters most, your presence here will make a difference.

Your work will ensure safety, stability, and continuity of care during a most critical time of early recovery.

Read on to see how this role could be the right fit for you.

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What We're Looking For

We're seeking a Licensed Practical Nurse (LPN) who brings strong clinical judgment, attention to detail, and steady professionalism - someone who understands that consistent, reliable care creates safety, stability, and trust during the most vulnerable stages of recovery.

Required Qualifications

- Current Oregon Licensed Practical Nurse (LPN) license
- CPR certification
- Ability to perform nursing assessments, including admissions and ongoing evaluations
- Ability to follow provider orders and administer medications accurately
- Strong documentation and organizational skills
- Ability to maintain focus and respond effectively in a fast-paced, interruption-driven environment
- Professional demeanor and ability to collaborate within a multidisciplinary team
- Understanding of HIPAA, 42 CFR Part 2, and confidentiality standards
- Basic to moderate computer proficiency, including EHR systems

Preferred Qualifications

- Experience in substance use treatment, withdrawal management, or a related setting
- Experience working with medically complex or high-acuity populations
- Ability to respond to urgent or changing clinical situations with sound judgment
- Experience working overnight shifts or in 24/7 care environments
- Spanish bilingual preferred



The Personal Qualities That Help You Thrive Here

- **Calm and steady** - you maintain focus and sound judgment in fast-paced or urgent situations
- **Reliable and consistent** - you show up in ways that create safety and continuity of care
- **Clinically grounded** - you apply strong judgment and attention to detail in all aspects of the role
- **Collaborative** - you communicate clearly and work well within a multidisciplinary team
- **Respectful and compassionate** - you treat clients and coworkers with dignity and professionalism
- **Organized and accountable** - you manage documentation and follow-through with accuracy attention to detail
- **Mission-aligned** - you value equity, transparency, and reducing stigma in recovery

COMPENSATION & BENEFITS

At ARC, we believe caring for others starts with caring for our team. We offer a comprehensive, people-first benefits package designed to support your health, financial wellbeing, and work-life balance.

Compensation

- \$36.00 - \$43.20/hour (approximately \$67,392.00 - \$80,870.40 annually)
- \$4.00 NOC shift differential (when applicable)
- Additional \$3.00 shift differential on weekends
- Pay is based on experience, demonstrated skills, and qualifications

Work-Life Balance

- Three-day workweek (36 hours) for this position
- 10 paid holidays each year (many convert to floating holidays if worked or if they fall on your regular day off)
- Vacation and sick time begin accruing immediately, with up to three weeks of vacation and two weeks of sick time earned during your first year

Health Coverage (ICHRA Model)

- As a full-time employee, you will be eligible for benefits on the first day of the month following your first 30 days of employment.
- ARC provides health coverage through an Individual Coverage Health Reimbursement Arrangement (ICHRA), which allows you to choose the individual health insurance plan that best fits your needs. For most employees, the majority of available plans are fully covered by ARC.

Employer-Paid Benefits

- Dental and vision coverage at no cost to you
- Family dental and vision included at no additional cost
- Long-term disability insurance
- Oregon Paid Leave coverage
- Basic life insurance equal to 1x your annual salary (no cost to you)
- Employee Assistance Program
- On-site employee support groups

Optional Voluntary Benefits

- Flexible Spending Accounts (FSA)
- Supplemental life insurance
- Critical illness and accident coverage
- Mercy flights ambulance household memberships
- Pet insurance discounts

Retirement & Financial Wellness

- 401(k) retirement plan with immediate vesting and employer match
- ARC qualifies as a Public Service employer for student loan forgiveness programs

