



Position Title	Respiratory Therapist (RT)
Department	Respiratory Care / Clinical Services
Reports To	Medical Director/designated clinical supervisor; administrative oversight by Administrator
Classification	☐ Part-Time ☐ Per Diem Non-Exempt

Position Summary

The Respiratory Therapist (RT), licensed in California as a Respiratory Care Practitioner (RCP), provides direct respiratory care to medically fragile pediatric residents in a licensed pediatric Congregate Living Health Facility (CLHF). The RT works under the supervision of the Medical Director and in collaboration with nursing and the interdisciplinary care team to provide safe, developmentally appropriate, and family-centered respiratory care for children with complex cardiopulmonary needs, including residents with tracheostomies, invasive or non-invasive ventilatory support, oxygen therapy, airway-clearance needs, and respiratory treatments.

Essential Duties and Responsibilities

- Provide respiratory care in accordance with physician/provider orders, individualized plans of care, facility policies and procedures, applicable California law, and the RCP scope of practice.
- Assess and monitor respiratory status, including work of breathing, breath sounds, oxygen saturation, airway patency, ventilator parameters, secretion burden, and response to respiratory interventions.
- Operate, manage, monitor, and troubleshoot invasive and non-invasive ventilators and related respiratory equipment within scope of practice, physician/provider orders, facility policy, and demonstrated competency.
- Verify ordered ventilator settings and respiratory equipment setup; identify and respond to ventilator alarms, circuit issues, artificial-airway concerns, and other respiratory equipment problems.
- Administer oxygen therapy, aerosolized medications, nebulizer treatments, humidification, airway-clearance therapies, and other ordered respiratory treatments within scope of practice.
- Perform tracheostomy and artificial-airway care within scope of practice, including suctioning, airway assessment, tracheostomy tube and inner-cannula management, cuff management, and emergency airway interventions as ordered and clinically indicated.
- Assist with speaking-valve use, tracheostomy-related respiratory support, and other airway interventions when ordered, clinically appropriate, and supported by facility policy and competency validation.
- Recognize and respond promptly to respiratory distress, hypoxemia, airway obstruction, accidental decannulation, ventilator failure, cardiopulmonary deterioration, and other emergencies; initiate appropriate emergency procedures within scope of practice.
- Collaborate with the RN, physician/provider, and interdisciplinary team regarding changes in respiratory condition, treatment response, equipment needs, and recommendations for the respiratory plan of care.
- Document respiratory assessments, treatments, ventilator checks, oxygen therapy, airway-care activities, resident response, and other required clinical information accurately, completely, and timely.
- Inspect respiratory equipment for proper function and cleanliness; support preventive maintenance, equipment readiness, and safe storage according to manufacturer recommendations and facility procedures.
- Follow infection-prevention and control practices for respiratory equipment, suction systems, humidification devices, nebulizers, ventilator circuits, and other respiratory-care supplies.
- Provide respiratory education and support to residents, families/guardians, nursing staff, and other caregivers as appropriate to role and assigned responsibilities.
- Participate in admissions, care conferences, discharge planning, emergency planning, and transportation preparation for residents with respiratory-support needs as assigned.
- Communicate professionally and respectfully with residents, families/guardians, physicians, nurses, therapists, vendors, supervisors, and other interdisciplinary team members.
- Protect resident rights, dignity, privacy, confidentiality, and safety; comply with HIPAA and facility confidentiality requirements.
- Report suspected abuse, neglect, exploitation, mistreatment, unsafe conditions, equipment concerns, or other reportable events in accordance with mandatory reporting laws and facility policy.
- Participate in orientation, in-service education, competency validation, quality-improvement activities, emergency drills, and other required training.
- Maintain compliance with facility policies, applicable Title 22 requirements, Respiratory Care Board requirements, infection-prevention standards, and other applicable state and federal laws and regulations.
- Perform other related respiratory-care duties within the RCP scope of practice, training, competency, and assigned responsibilities.

Minimum Qualifications

- Current and active California Respiratory Care Practitioner (RCP) license in good standing.
- Current Basic Life Support (BLS) certification required.
- Registered Respiratory Therapist (RRT) credential preferred.
- Pediatric respiratory-care experience preferred.
- Experience caring for medically fragile and/or technology-dependent children preferred.
- Experience with tracheostomy care, invasive or non-invasive ventilation, oxygen therapy, suctioning, airway clearance, and respiratory equipment preferred.
- Pediatric Advanced Life Support (PALS) certification preferred.
- Ability to successfully complete required background clearance, health screening, and TB clearance requirements.
- Ability to complete facility orientation and applicable competency validation before independently performing assigned clinical skills.
- Ability to maintain required licensure, certifications, clearances, and competencies throughout employment.

Knowledge, Skills, and Abilities

- Knowledge of pediatric respiratory-care principles, cardiopulmonary assessment, artificial airways, oxygen delivery systems, and mechanical ventilation.
- Ability to recognize, evaluate, document, and respond to changes in respiratory status promptly and accurately.
- Ability to safely operate, monitor, and troubleshoot respiratory equipment used in a pediatric residential setting.
- Knowledge of infection prevention, emergency response, resident rights, and mandated reporting requirements.
- Ability to provide compassionate, respectful, family-centered, and developmentally appropriate care.
- Ability to communicate effectively with children, families/guardians, physicians, nurses, therapists, and interdisciplinary team members.
- Ability to follow written orders, respiratory-care protocols, policies, procedures, and individualized plans of care.
- Strong organizational skills and ability to prioritize respiratory-care needs appropriately in a small, home-like clinical environment.

Physical Requirements

- Ability to stand, walk, bend, stoop, kneel, reach, and perform repetitive motions throughout the shift.
- Ability to safely assist with positioning, transfers, and emergency movement of pediatric residents using proper body mechanics and available assistive equipment.
- Ability to lift and carry up to 25 pounds independently and assist with greater weights using mechanical devices and/or team-lifting techniques.
- Ability to transport and safely operate ventilators, oxygen equipment, suction equipment, humidification devices, pulse-oximetry equipment, emergency equipment, and other respiratory-care devices as trained and authorized.
- Ability to perform fine-motor tasks required for airway care, equipment setup, respiratory treatments, and documentation.
- Ability to respond quickly and appropriately during respiratory and other emergency situations.
- Ability to wear required personal protective equipment (PPE).

Work Environment

This position functions within a pediatric Congregate Living Health Facility serving medically fragile children with varying levels of mobility and medical complexity. Employees may be exposed to bodily fluids, infectious diseases, respiratory secretions, medical gases, medical equipment, alarms, cleaning products, and emotionally stressful situations. The employee must be able to function safely in a home-like environment while maintaining professional respiratory-care standards.

Pre-Employment and Orientation Requirement

Employment and assignment to resident care are contingent upon completion of all applicable pre-employment requirements, facility orientation, health screening, background clearance, license/certification verification, and required competency validation. Employees shall not independently perform clinical skills for which required training or competency validation has not been completed.

Regulatory Compliance

Perform assigned duties in accordance with facility policies and procedures, applicable California Title 22 requirements, the California Respiratory Care Practice Act and Respiratory Care Board regulations, resident rights, infection-prevention and safety standards, and other applicable state and federal laws and regulations.

Clinical and direct-care duties must be performed within the employee's authorized scope of practice, training, demonstrated competency, physician/provider orders when required, and required level of supervision under applicable law and facility policy.

Acknowledgment

This job description is intended to describe the general nature and level of work performed by the employee and is not an exhaustive list of all duties. Responsibilities may be modified as necessary to meet resident needs, facility operations, changes in law or regulation, and the employee's authorized scope of practice.