



Job Code: 1941

Grade: FA

HCWR: N

Job Title
Clinical Nurse I

Department
Neonatal ICU

Job Summary

The Clinical Nurse I is a professional care provider who is responsible and accountable for coordinating and providing safe, effective individualized nursing care to critically ill patients and supportive care to significant others. Assesses patient's needs and plan, implement and evaluate nursing care according to established standards. These activities require nursing judgment based on application of scientific principles of nursing, critical thinking, problem solving and teaching / learning.

Typical Duties

- Identifies, plans, and cares for the total needs of patients taking into consideration the age specific needs of patients in assigned area of responsibility.
- Performs initial and ongoing assessment/data collection that includes consideration of biophysical, psycho-social, environmental, self-care, educational and discharge planning factors in a systematic manner.
- Formulates and updates an individualized plan of care based on patients' assessed needs, desired outcomes, and consideration of age-related requirements.
- Implements care in knowledgeable, skillful, and safe manner based on established patient and nursing practice standards.
- Evaluates effectiveness of care and revise interventions as appropriate.
- Records assessments, intervention, and patient outcomes.
- Develops, implements, and evaluates educational services/programs for patients.
- Makes appropriate and timely decisions in a crisis or emergency situation.
- Performs and/or directs cardio-pulmonary resuscitation activities.
- Operates equipment necessary for providing patient care in assigned clinical area.
- Works and communicates effectively with a variety of patients, visitors, and other individuals.
- Provides supervision, general direction, guidance, and coordination of patient care given by other nursing staff.
- Applies knowledge of standard operating policies and procedures.
- Applies principles of infection control and safety.
- Demonstrates awareness of patient/family rights and ethical / legal issues.
- Participates actively in staff orientation and staff development activities for the unit.
- Demonstrates responsibility and accountability for professional practice, growth, and development.
- Performs other duties as assigned.

Minimum Qualifications

- Licensed Registered Professional Nurse in the State of Illinois or the ability to obtain license two (2) weeks prior to starting employment
- Basic Life Support (BLS) Certification
- Neonatal Resuscitation (NRP) certification or the ability to obtain certification prior to



Minimum Qualifications

conclusion of orientation

Preferred Qualifications

- One (1) to five (5) years of acute care, pediatric, or neonatal intensive care unit experience
- RNC-NICU, Neonatal, or other specialty certification

Knowledge, Skills, Abilities and Other Characteristics

- Demonstrates competence in the safe and effective use of clinical equipment
- Demonstrates working knowledge of the current requirements of accrediting and regulatory agencies
- Excellent interpersonal, verbal, and written communication skills necessary to communicate with all levels of staff and a patient population composed of diverse cultures and age groups
- Strong emergency response skills
- Strong customer service and empathy skills
- Demonstrate analytical and organizational, problem-solving, critical thinking, and conflict management/resolution skills
- Demonstrate attention to detail, accuracy and precision
- Ability to resolve complex patient/administration problems and research issues
- Ability to prioritize, plan, and organize projects and tasks
- Ability to maintain a professional demeanor and composure when challenged
- Ability to function autonomously and as a team member in a multidisciplinary team
- Ability to see and hear clearly (including with correction)
- Ability to tolerate exposure to unpleasant noise, odor and temperature
- Ability to walk extensively, lift moderately heavy objects, and climb stairs
- Ability to consistently push, pull, twist, turn, bend, kneel, stoop, lift and reach above shoulder and stand for prolonged periods of time.
- Ability to make appropriate and timely decisions in a crisis or emergency situation
- Ability to perform and/or direct cardiopulmonary resuscitation activities
- Ability to read and interpret Electrocardiogram (EKG) strips

Physical and Environmental Demands

This position is functioning within a healthcare environment. The incumbent is responsible for adherence to all hospital and department specific safety requirements. This includes but is not limited to the following policies and procedures: complying with Personal Protective Equipment requirements, hand washing and sanitizing practices, complying with department specific engineering and work practice controls and any other work area safety precautions as specified by hospital wide policy and departmental procedures.



The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the personnel so classified.

For purposes of the American with Disabilities Act, “Typical Duties” are essential job functions.