



Job Code: 1943

Grade: FC

HCWR: N

Job Title
Nurse Clinician

Department
Critical Care

Job Summary

In constant support of the mission and vision of the health care system and as an expert in the Department of Nursing Guiding Principles; the Nurse Clinician assesses, leads, implements and evaluates clinical excellence in the care of patients and in support of our professional Nursing staff. This high-profile position is responsible for a defined area of clinical expertise within Nursing and uses that clinical expertise to meet staff learning needs, evaluate clinical patient outcomes, align policy with clinical practice and optimize clinical outcomes. This individual is expert in regulatory compliance and works to ensure regulatory compliance as a foundation of patient care and a safe work environment for staff. This individual's primary focus is on quality outcomes, zero patient harm, policy compliance, regulatory compliance, clinical excellence in the care of patients and support and professional growth of our professional Nursing staff.

Typical Duties

- Achieves the goals of the nursing department through maintaining and enhancing education and clinical expertise of staff.
- Educates nursing personnel.
- Understands and utilizes EMR charting appropriately and teaches staff.
- Works to ensure that documentation and record keeping is in compliance with nursing, hospital, and external agency requirements.
- Audits staff's use of electronic documentation and prepares appropriate reports reflecting findings.
- Works independently and as part of interprofessional teams in maintaining optimal care, quality and safety while also continually seeking ways to support or lead operational and quality improvement.
- Leads or supports the development or revision of policies, protocols and guidelines.
- Performs tasks/assignments as needed in a flexible manner to accomplish system goals and objectives.
- Serves as a clinical expert in a broad area of Nursing practice and serves as a resource for nursing colleagues and other members of the interprofessional team.
- Initiates or participates in patient care conferences as clinically indicated.
- Ensures that Nursing assessment, care planning, care implementation and evaluation are of the highest quality in the Department of Nursing.
- Collaborates with health care team to assess patient progress. Supports and evaluates nursing intervention. Oversees care delivery by nursing as needed to provide quality care.
- Utilizes the resources of the hospital and other health care agencies.
- Demonstrates ability to communicate clearly and appropriately both verbally and in writing with the patient, their family, co-workers, and other health care workers.
- Leads or supports the development, implementation and evaluation of quality improvement efforts through PDSA cycling, action planning or project planning.
- Participates in, or leads, the education of Nurses and others as new initiatives are rolled out



Typical Duties

and works to reinforce or revise education or communication when gaps in performance are noted. The intent of education is sustainable excellence in Nursing practice and patient care.

- Implements new updated/revised policies and procedures.
- Assists in establishment and evaluation of standards of nursing practice.
- Interprets and implements procedures, policies and nursing care objectives for patients, families, and staff.
- Participates on committees as assigned.
- Assists the Nurse Coordinator in the evaluation/preparation and maintenance of par stock of supplies and equipment/
- Ensures proper completion of the Nursing documentation to support excellence patient care and clinical outcomes. i.e. Comprehensive Interdisciplinary Patient Care Plan.
- Actively participates in, or leads, quality improvement/performance improvement activities at the unit, departmental or system level. Prepares reports and corrective action as required.
- Participates in meeting the clinical learning needs of nursing staff.
- Assists with staff development by implementing planned patient conferences, teaching rounds, and team conference.
- Develops or utilizes available continuing education resources to initiate new advanced nursing concepts and skills.
- Plans, develops, and implements and evaluates new hire orientation and, unit specific educational programs.
- Assumes responsibility for own continuing education, utilizing both formal and informal resources.
- Obtains and maintains nursing certification.
- Attends conferences, seminars, and workshops to gather information that will enhance the delivery of patient care.
- Assumes responsibility for educating, mentoring, and guiding staff.
- Serves as a nursing resource for research projects.
- Assists with the development and implementation of nursing and health related studies and may conduct studies after receiving appropriate approvals.
- Introduces concepts from health care research for application in the clinical setting.
- Assesses and reports patient care or safety concerns.
- Collects and analyzes data for quality improvement or research purposes and derives conclusions that are then used to enhance the professional practice or Nursing or patient care.
- Consults with immediate supervisor regarding work product and outcomes.
- Assumes primary responsibility for care of patients requiring his/her expertise.
- Makes precise and professional judgments and decisions.
- Communicates clearly and relevantly as the situation requires. Also reports to indicated parties whenever necessary.
- Assesses patient's needs for nursing intervention through discriminating observations and the extracting of pertinent history upon admission.
- Participates under the direction of the Director of Nursing in all aspects of "Team" and assumes Team Leader duties as required or as assigned.
- Conducts team conferences and participates on committees as assigned.
- Participates in patient and family teaching including the discussion and instruction of a



Typical Duties

- discharge plan.
- Records all pertinent information and observations as required by policy or procedure accurately, legibly, and relevantly.
- Indicates concern for the safety of patients and personnel by watchful guidance and precautionary measures.
- Evaluates needs for staff development; focuses on deficiencies; is available for incidental/spontaneous teaching situations in addition to planned staff development.
- Makes interdisciplinary referrals for coordination of patient discharges, i.e., Social Workers, Home Care Coordinator, CCH Escort Nurse, Discharge Planner, relatives, Occupational Therapy, Physical Therapy, Psychiatric Liaison Team and/or outside agencies.
- Performs other related activities as required or assigned.
- Assists with the development of Standards of Nursing Care, Audit Criteria, and patient instruction sheets within the area of his/her expertise.
- Takes corrective measures regarding deficiencies identified by Nursing Audit/Quality Assurance processes.
- Participates in clinical nursing research.
- Leads or facilitates special assignments within the Division.

Minimum Qualifications

- Bachelor of Science in Nursing (BSN) from an accredited college or university
- Must be licensed as a Registered Professional Nurse in the State of Illinois
- Three (3) years of full-time clinical nursing experience in an acute care setting
- Must possess an active Basic Life Support certification (BLS)

Preferred Qualifications

- Two (2) years of clinical quality and/or clinical compliance leadership experience.
- Two (2) years of clinical leadership experience
- Bilingual
- Specialty certification as a Critical Care Nurse
- Must possess an active Advanced Cardiac Life Support (ACLS)

Knowledge, Skills, Abilities and Other Characteristics

- Excellent written and oral communication skills
- Demonstration of attitude, knowledge, and skills necessary to work respectfully and effectively with patients and staff in a culturally diverse work environment
- Ability to maintain a professional demeanor and composure when challenged
- Demonstrate analytical and organizational, problem-solving, critical thinking, and conflict management/ resolution skills
- Demonstrate infection control practices
- Demonstrate the ability to follow department specific engineering, work practice controls and work area safety precautions
- Demonstrate attention to detail
- Ability to multi-task and be efficient in a fast paced and stressful environment
- Ability to adhere to system, hospital, and department policies and standards



Knowledge, Skills, Abilities and Other Characteristics

- Ability to follow hospital protocol when exposed to noise, chemicals, disease, blood borne pathogens, patient violence and procedural injuries

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.