



**Job Code:** 1943

**Grade:** FC

**HCWR:** N

**Job Title**  
Nurse Clinician

**Department**  
Pediatric Emergency Department

**Job Summary**

The Nurse Clinician is professional care provider who performs direct patient care to selected patients with excellent clinical skills, competence, and proficiency. He/she serves as a liaison between the clinical and management staff in implementing and interpreting regulatory requirements for Quality Assessment and Improvement I (QA&I) and Quality Control (QC) activities.

**Typical Duties**

- Performs admission assessment, and reassessments according to age specific needs of patient taking into consideration the following factors, biophysical, psychosocial, environmental, self-care capabilities, safety, infection control, learning needs, ability to manage continuing care needs after discharge, cultural and spiritual
- Establishes nursing diagnosis, problems, desired outcomes, and interventions based assessed needs
- In collaboration with patient/family and other healthcare team members, develops nursing plan of care that is based on patient care needs, is based on nursing practice standards with the therapy of other disciplines
- Performs interventions in a competent, skillful and safe manner
- Applies principles of growth and development across life span in providing care appropriate to patient's specific needs, neonate/infant, child adolescent, adult and geriatric
- Performs the technical aspects of care according to established practice standards, procedures and treatments
- Demonstrates competence in the safe and effective use of clinical equipment
- Demonstrates competence in applying the principles of BSIS, isolation and asepsis
- Evaluates patients' responses to interventions and modifies interventions as appropriate
- Identified and provides patient and family educating based on needs assessment
- Records accurately, concisely and legibly in black ink or in the computer the following information, assessment/reassessment, plan of care, interventions, patient's responses to intervention
- Signs documentation with legible signature and classification and demonstrates proficiency with computerized documentation
- Implement orientation plan for nursing staff
- Assesses new employees for past experiences, education and plans orientation
- Plans, organizes, and evaluates individualized plan of orientation for staff
- Evaluates implementation of orientation plan and progress of orientee
- Collaborates with Nurse Coordinator and Nurse Educator in planning, organizing and evaluating orientation programs
- Assists orientees with information or directions whenever requested and offers assistance as needed
- Assists in developing/implementing educational programs for staff
- Collaborates with Nurse Coordinators and Nurse Educator and other healthcare disciplines



**Typical Duties**

- in identifying and meeting clinical learning needs of staff
- Participates in planning and implementing classes/conferences
- Utilizes available educational resources in the presentation of department classes/conferences
- Conducts drills as assigned
- Encourages nursing staff to attend seminars, conferences and workshops to enhance their skills in delivery of patient care
- Participate in revision of unit orientation programs
- Develops, reviews and revises patient teaching material on most frequent disorders, in collaboration with Patient Education
- Assist in developing/revising and participating in competency reviews of staff
- Works in conjunction with Department of Emergency Medicine; Emergency Nursing in the New Employee Nursing Orientation Program
- Participates in the implementation of Quality Assessment Improvement/Quality Control and/or Research activities in the Division/unit
- Acts as QA&I/QC facilitator in data collection, organization, and analysis of data.
- Identifies opportunities for improvement
- Assists in implementing corrective action plans
- Acts as a role model of clinical excellence
- Utilizes critical thinking in making timely and accurate decisions
- Plans, coordinates and assists staff in patient care activities as needed
- Identifies and resolves patient care problems in a timely manner as appropriate
- Follows the chain of command in referring problems to the appropriate person
- Establishes priorities based on the changing patient care needs
- Demonstrates effective working relationships with all healthcare team members, patients and families
- Assists supervisors in performance appraisal by giving input regarding clinical competence of staff
- Demonstrates knowledge of Hospital-wide services and department's services and makes appropriate referrals as indicated
- Assists in interpreting and implementing policies/procedure on the department
- Demonstrates effective communication skills
- Communicates accurately, clearly and concisely, orally and written
- Demonstrates caring and respect in verbal and nonverbal communications
- Communicates pertinent information to patient/family, physician, nurses and other healthcare team members as appropriate
- Assists in providing concise and accurate patient care information at change of shift report
- Demonstrates awareness of patient/ family right and ethical/legal issues
- Ensures that confidentiality is maintained in all patient related information
- Ensures privacy for patients/family. (HIPAA)
- Treats patient/family with respect and courtesy
- Promotes staff awareness of ethical concerns
- Demonstrates responsibility and accountability for professional
- Seeks and/or maintains certification as required in special areas of practice
- Recognizes own learning needs, and seeks opportunities to meet them



**Typical Duties**

- Attends safety, infection control, in-services and maintains CPR certification annually
- Demonstrates punctuality
- Attends conferences, seminars and workshops to enhance own professional growth
- Assumes responsibility for own continuing education
- Maintains good attendance record
- Adhere to dress code
- Demonstrates professional behavior
- Maintain certification as required in special areas of practice

**Minimum Qualifications**

- Licensed as a Registered Professional Nurse in the State of Illinois
- At least seven (7) years' experience as a Registered Nurse
- Five (5) years of experience in PICU/PER/OBS
- Advanced Cardiac Life Support (ACLS) certification
- Pediatric Advanced Life Support (PALS) certification
- Emergency Communication Registered Nurse (ECRN)
- Proficiency in the five-level triage tier system

**Preferred Qualifications**

- Certification area of specialty
- ENPC (Emergency Nurse Pediatric Certified)
- Graduate of an approved school of nursing, BSN degree

**Knowledge, Skills, Abilities and Other Characteristics**

- Knowledge of Weapon of Mass destruction disaster plan for inside and outside of the hospital
- Knowledge in decontamination protocol
- Knowledge of victim impact/trauma post sexual assault. Knowledge of evidence collection and Illinois Law regarding assault report. (Sexual Assault Nurse Examiner)
- Knowledge and proficiency with implanted port policy and procedure and training staff in proper use
- Knowledge and proficiency in urine pregnancy testing and Firstnet documentation
- Demonstrate clinical proficiency in assessing, planning, and implementing patient care, taking into consideration age-specific needs of patient
- Plan, organize, direct, and monitor orientation of nursing staff in collaboration with Educational Nurse Coordinator
- Develop, plan, and implement in collaboration with Educational Nurse Coordinator/Toxicology Nurse Coordinator regarding educational needs of patient, family, and staff
- Participates in QA&I and QC data collection and assist in identifying opportunities for improvement
- Communicate effectively with all members of the healthcare team
- Ensure completion of competency review of staff members



**Knowledge, Skills, Abilities and Other Characteristics**

- Participate in committees as assigned
- Apply principles of BSIS, isolation and asepsis
- Implement and interpret QA & I and QC data
- Make appropriate and timely decisions
- Maintain confidentiality when discussing patients, staff and other related hospital information
- Ability to Bend, Lift, push and pull to 35 pounds
- Walk, stand for prolonged periods, up to 8 to 12 hour's duration
- Use both legs, hands, and fingers
- Demonstrates physical coordination
- See normally with or without corrective lenses and be able to distinguish basic colors and shades or colors
- Hear normally with or without assistive device
- Tolerate protracted or irregular hours of work
- Tolerate exposure to unpleasant noise and extreme temperature fluctuation

**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.**