



Job Code: 8163
Grade: 24
HCWR: N

Job Title
Chief Nursing Informatics Officer

Department
Health Information Systems

This position is exempt from Career Service under the CCH Personnel Rules.

Job Summary

The Chief Nursing Informatics Officer (CNIO) is a key member of the Nursing and Health Informatics leadership team for Cook County Health (CCH), involved in strategic planning, organizational assessment, and program development. The CNIO serves as a technical and analytics expertise from various disciplines to improve coordination, communication, and standardization of best practices across Cook County Health (CCH). The CNIO will lead critical initiatives that influence improved clinical efficiencies and operational and quality outcomes. Through distinctive skills that combine clinical and technical knowledge, along with expertise in informatics, the CNIO is responsible for developing solutions to optimize clinical and operational outcomes. The CNIO serves as the catalyst for integrating and collaborating nursing informatics with other professional disciplines and functional areas in the mutual achievement of patient-centered and organizational goals. The CNIO provides leadership, consultation, and coordination for the transformation of patient care processes and outcomes within CCH to support services to patient-centered care across the continuum.

General Administrative Responsibilities

Collective Bargaining

- Review applicable Collective Bargaining Agreements and consult with Labor Relations to generate management proposals
- Participate in collective bargaining negotiations, caucus discussions and working meetings

Discipline

- Document, recommend and effectuate discipline at all levels
- Work closely with labor relations and/or labor counsel to effectuate and enforce applicable Collective Bargaining Agreements
- Initiate, authorize and complete disciplinary action pursuant to CCH system rules, policies, procedures and provision of applicable collective bargaining agreements

Supervision

- Direct and effectuate CCH management policies and practices
- Access and proficiently navigate CCH records system to obtain and review information necessary to execute provisions of applicable collective bargaining agreements



General Administrative Responsibilities

Management

- Contribute to the management of CCH staff and CCH' systemic development and success
- Discuss and develop CCH system policies and procedures
- Consistently use independent judgment to identify operational staffing issues and needs and perform the following functions as necessary; hire, transfer, suspend, layoff, recall, promote, discharge, assign, direct or discipline employees pursuant to applicable Collective Bargaining Agreements
- Work with Labor Relations to discern past practice when necessary

Typical Duties

- Utilizes the knowledge and skills of clinical practice; aligns people, processes and technology to support evidence-based information systems that enable the delivery of efficient and effective nursing care across CCH.
- Evaluates organizational informatics infrastructures and makes recommendations for structures that can better support the evolution of new care and payment models, as well as methods to support seamless care coordination across the care continuum
- Provides leadership in the acquisition of data to answer questions that lead to improvements in business processes, finance, care delivery, safety, and outcomes.
- Serves as the strategic liaison for health IT efforts representing nursing and patient care team needs. Establishes timely and effective communication with leadership within and outside of CCH Nursing to inform them of important issues and trends.
- Responsible for nursing leadership on informatics teams and initiatives, representing the needs and requirements of the nursing and patient care/clinical support clinicians.
- Participates in inter/intra professional feasibility assessments to identify potential areas of system improvement. This includes an analysis of the current practice and process, technical options, and the potential impact of the solution options on the workflow
- Lead policy, procedure, and Standard Operating Procedures (SOPs) development that will be used in conjunction with the evolving use of new technologies.
- Develops methodologies to measure and evaluate the outcome of clinical system implementations.
- Develops nursing/clinical informatics strategies and tactics related to health IT procurement, implementation, maintenance, and optimization to facilitate CCH goals for clinical transformation.
- Modernizes information system training techniques to facilitate optimal integration of technology into clinical practice.
- Incorporates nursing research and evidence-based nursing knowledge into nursing informatics practice.
- Ensures that information system design supports a care delivery model that is patient-centered, cost effective and evidence-based.
- Promotes a state of continual regulatory readiness.
- Leads the development and implementation of a vision and strategic plan defining how



Typical Duties

technology can support the highest standards of patient care through professional nursing practice.

- Evaluates the existing nursing data and dashboard information and develop Nursing dashboards for Nursing departments across CCH to improve safety, quality, and operation in collaboration with Nursing staff, Information Technology, CCH leaders, Chief Nursing Executive and the Chief Information Officer.
- Builds capacity for strong informatics support that leverages the skills and expertise project team members and clinical informatics specialists. Utilizes the knowledge and skills of clinical practice; aligns people, processes, and technology to support evidence-based information systems that enable the delivery of efficient and effective nursing care across CCH.
- Participates in inter/intra professional feasibility assessments to identify potential areas of system improvement. This includes an analysis of the current practice and process, technical options and the potential impact of the solution options on the workflow.
- Develops methodologies to measure and evaluate the outcome of clinical system implementations.
- Understands emerging trends and promotes innovation in nursing practice through new technology.
- Performs other duties as assigned.

Reporting Relationship

Reports to the Chief Information Officer and to the Chief Nursing Executive

Minimum Qualifications

- Master's degree or higher from an accredited college or university
- Licensed as a Registered Professional Nurse in the State of Illinois or the ability to obtain the license prior to starting employment
- Five (5) years leadership experience in successfully managing complex hospital and patient care delivery
- Three (3) years working with information technology and systems development, implementation, and support

Preferred Qualifications

- Master's degree in Nursing, Health Informatics, Information Management or related field from an accredited college or university
- Doctorate or PhD in Nursing
- Experience with Lean Six Sigma
- Certification in nursing informatics or related field
- Mastery of skills required to direct the build and management of data systems and the ability to analyze complex data sets to address clinical, operational, and personnel management
- Certification in Clinical or Nursing Informatics

Knowledge, Skills, Abilities and Other Characteristics

- Knowledge, skills and abilities to serve as a mentor and clinical expert and to work



Knowledge, Skills, Abilities and Other Characteristics

respectfully and effectively with patients and staff in a culturally diverse work environment

- Excellent listening, verbal, and written communication skills necessary to communicate with all levels of staff and a patient population composed of diverse cultures and age groups
- Project management skills, knowledge and ability to manage projects independently as needed
- Ability to analyze and interpret data and workflows effectively, including identification of potential unintended consequences of administrative, policy, and informatics decisions
- Ability to apply technological solutions to business problems
- Ability to understand current nursing data and dashboard availability and develop Nursing dashboards for Nursing departments across the system to improve safety, quality, and operation.
- Ability to lead and counsel staff

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.