

**ROLE DESCRIPTION****SECTION 1: IDENTIFYING INFORMATION**

Role Number:	194	Date Prepared:	12/13/01, revised 5/9/06
Role Title:	<b>Registered Nurse - Clinical Leader</b>	Prepared By:	Peg Moynihan
Level:	C	Approved By:	L.Caramanica/P.Watson
F.L.S.A. Status:	Non-Exempt	Date Approved:	1/3/02
Abbreviation:	RN-CLIN LEAD	Word Filename:	

**SECTION 2: POSITION SUMMARY**

Provides holistic, quality and cost-effective nursing care for patients/families and/or others for patient populations within a unit, service or other primary area of practice, with an awareness of the continuum of care. Applies the nursing process within the context of the organization's Framework for Professional Practice. Collaboratively manages transitions across the continuum of care, to assist patients or populations in achieving or maintaining an optimal level of health. Is recognized as professional role model and clinical expert. Delegates and supervises work appropriately. Reports to Unit Manager.

**SECTION 3: KEY ACCOUNTABILITIES**

Appropriately assesses and plans patient care by: obtaining, assessing and interpreting data; identifying and documenting problems for highly complex, patient population not on established plan of care; utilizing scientific knowledge base and appropriate physiological/psychological/social/cultural/spiritual concepts; organizing care and interventions; and identifying appropriate resources, to meet individual and family health goals.

Coordinates and implements patient-centered care by: collaborating with the Health Care Team and partnering with patients and family; ensuring documentation and communication among caregivers; ensuring satisfactory completion of delegated tasks and activities Unlicensed Assistant Personnel, peers, and other HCP; and educating patient/family to meet established health goals so that all patients/families receive coordinated, seamless care.

Evaluates and documents patient/family responses, works with patients who are not on established plan of care, identifying complex variances from anticipated outcomes, integrating nursing research into practice. and revising plan of care appropriately according to patient/family needs.

Has complete accountability for continuity of care for unit episode and transactions, may coordinate multiple patient assignments or activities for specified time, utilizing appropriate delegation skills and viewing patient and staff needs as interdependent group. Mediates communication issues on multiple levels and functions as patient advocate as needed.

Demonstrates competencies, including knowledge and behaviors, to meet age-specific patient needs.

Models /mentors quality patient/customer service by: demonstrating proficiency in basic computer skills such as operating clinical display and logging on, identification and navigation of clinical display, utilization of rosters and charts, troubleshooting and logging off, and email; demonstrating a willingness to accommodate all customers at all times; maintaining an awareness of patient needs and utilizing initiative to respond to those needs; utilizing tact, discretion, and compassion in responding to patient/family needs; maintaining confidentiality of all patient information; and functioning in a collaborative manner with other members of the team to ensure quality patient care and outcomes.

Coordinates patient care and unit improvement by: coaching, mentoring, precepting, and developing staff; coordinating unit activities (e.g. meetings, assignments, inservice); analyzing quality performance data and identifying performance/quality improvement opportunities and investigating recurrent nursing problems through literature research. Ensures and demonstrates the cost-effective utilization of resources for self, others, and unit/service as a whole. Contributes to improvement of nursing practice by questioning current practices. Identifies strategies and resources to implement change(change theory).

Demonstrates self improvement, in collaboration with the leadership team by identifying, communicating and seeking resources or instruction/validation to meet own learning needs, maintaining currency of validations and providing support and mentorship to peers for their learning needs.

Demonstrates and champions the need for targeted research utilization through screening research articles, selecting and discussing research findings for application with other members of the health care team, articulating a clear rationale for research-based decisions or actions and helping translate research for practice/organizational use, providing suggestions to enhance credibility and reliability of methods of data collection to improve outcomes in specific policy, nursing practice, and standards for self and unit.

**SECTION 4: DIMENSIONS**

**SECTION 5: QUALIFICATIONS (Education, Experience, Additional Skills & Requirements)**

RN CT License.

BS degree required.\* MSN preferred. One degree must be in Nursing.

\*Exceptions to the educational requirement will be evaluated on an individual basis. For example, a strong candidate in the process of completing the educational requirement will be considered. Continued progress toward completion of the educational requirement within five years will be required.

Minimum three years nursing experience.