

**Sacred Heart Hospital
Eau Claire, Wisconsin**

Position Description

Title: CLINICAL NURSE SPECIALIST-CARDIOLOGY

Division: _____

Supervisor DIRECTOR OF CRITICAL CARE SERVICES

Department: PATIENT SERVICES

Position Summary – Directs, prepares, coordinates and carries out inservices which include orientation, skill training, and continuing education programs for professional and/or ancillary nursing personnel. Provides professional nursing care to acute care patients within an assigned department using the Nursing process as the framework for care delivery. Functions as a liaison between patient and physician, and practices in the roles of care provider, educator, and member of the interdisciplinary team. **Required Qualifications** –Current State of Wisconsin Registered Nurse License with experience as an educator.

Core Expectations – This group of expectations applies to any individual who is employed by Sacred Heart Hospital.

Expectations	Competencies/Behaviors
<i>Delight your patients, customers and co-workers.</i>	<ol style="list-style-type: none"> 1. Demonstrates a team/collaborative approach with colleagues. <ol style="list-style-type: none"> a. Seeks win-win solutions. b. Helps and supports co-workers and physicians. c. Actively participates in team discussions and activities. 2. Demonstrates the core values of care, joy, respect and competence in interactions with peers, patients, family members, physicians and others. 3. Demonstrates behaviors consistent with Service Excellence Standards (as delineated in the Service Excellence Standards Book). 4. Practices effective communication skills: <ol style="list-style-type: none"> a. Active listening. b. Gives clear and concise information. c. Constructive interactions (verbal, nonverbal and written). 5. Seeks and supports a non-violent climate.
<i>Be reliable.</i>	<ol style="list-style-type: none"> 1. Reports to work on time. Provides proper notification and advance notice of absence/tardiness. 2. Complies with lunch and break periods in accordance with Hospital Policy and department staffing needs. 3. Is punctual for appointments and meetings. 4. Demonstrates good time management skills; utilizes work hours efficiently to avoid unnecessary overtime. 5. Serves on committees, teams, task forces, etc., as assigned. 6. Meets project deadlines. 7. Follows up on matters requiring additional attention.
<i>Grow and learn.</i>	<ol style="list-style-type: none"> 1. Attends and participates in annual mandatory inservices and other required inservices and meetings. 2. Attends and participates in continuing education as appropriate. 3. Shares expertise and knowledge with others and demonstrates openness to learn from other staff. 4. Participates in orientation preceptorship and mentoring of students, volunteers and other staff as appropriate. 5. Participates in projects, clinic and community programs as appropriate.
<i>Support organizational success.</i>	<ol style="list-style-type: none"> 1. Demonstrates awareness, understanding and support of the Hospital Philosophy, Mission and strategic direction. 2. Follows established Hospital and Departmental policies and procedures. 3. Promotes new ideas and adapts to change in a constructive manner. 4. Supports good stewardship through effective use of resources. 5. Understands, supports and participates in performance improvement processes at Sacred Heart Hospital.

6. Uses basic performance improvement tools, such as problem solving, brain storming, etc.
7. Suggests ideas for performance improvement and barrier removal.
8. Reads and acts on Hospital information and communication, i.e., memos, communication boards, communication log, newsletters, etc.
9. Demonstrates knowledge and behaviors that support a safe environment (infection control, fire safety, utilities management, etc.)

Professional Expectations --. This group of expectations applies to any position in which a certification or license is required.

<i>Expectations</i>	Competencies/Behaviors
<i>Maintain required licensure, registration, and/or certification as required.</i>	<ol style="list-style-type: none"> 1. Current State of Wisconsin Registered Nurse license. 2. Basic Life Support Certification. 3. Advanced Cardiac Life Support Certification. 4. CCRN Certification, preferred. 5. Advanced Practice Certification.

Job Specific Expectations --. This group of expectations relates to the specific responsibilities of the position.

Expectations	Competencies/Behaviors
<i>Practitioner</i>	<ol style="list-style-type: none"> 1. Demonstrates advanced nursing knowledge and practice in facilitating complex cardiac patient populations. 2. Serves as clinical resource to staff. 3. Performs direct patient care to assess the physiological, psychosocial, spiritual and environmental needs of selected patients/families. 4. Develops and documents a focused collaborative and independent plan of care based on assessment and discharge goals of the cardiac patient. 5. Discharge plan meets assessed individual patient needs and identified patient discharge goals. 6. Provides individualized patient/family education and discharge instructions. 7. Maintains competency in skills/procedures presented to nursing staff.
<i>Leadership.</i>	<ol style="list-style-type: none"> 1. Serves as a positive role model and mentor for professional practice. 2. Facilitate and implement interdisciplinary collaboration. 3. Acts as a resource to nursing management for policy decisions which have actual or potential impact on the quality of nursing care and support management personnel in their decision making role. 5. Participate in Performance Improvement activities.
<i>Communication.</i>	<ol style="list-style-type: none"> 1. Interacts with physicians regarding patient status on an on-going basis. 2. Communicates effectively with all members of the patient's healthcare team. 3. Participates on assigned interdisciplinary teams to promote optimal patient outcomes.
<i>Communication.</i>	<ol style="list-style-type: none"> 1. Provides interdisciplinary clinical consultation and crisis intervention for the medically complex patient. 2. Evaluates patient care/outcomes based on established standards of clinical practice. 3. Collaborates with other healthcare providers to assess, plan, implement, and evaluate comprehensive patient care.
<i>Research</i>	<ol style="list-style-type: none"> 1. Promote nursing practice based on research findings and evaluate its effectiveness on patient care. 2. Participate in research activities that enhance nursing practice through committee, investigation and/or continuing education activities as assigned by supervisor.

DEPARTMENT DIRECTOR _____ DATE _____

DIVISION DIRECTOR _____ DATE _____

DIVISION DIRECTOR/HUMAN RESOURCES _____ DATE _____

This position description contains the facts necessary to evaluate and distinguish it adequately from other positions. It is not intended to be a detailed description of every duty and responsibility.

PHYSICAL PROFILE OF THE JOB

Department: PATIENT SERVICES

Job Title: CLINICAL NURSE SPECIALIST-CARDIOLOGY

<u>PHYSICAL DEMANDS</u>	<u>NEVER</u>	<u>RARE</u>	<u>OCCASIONAL 0-33% OF DAY</u>	<u>FREQUENT 34-66% OF DAY</u>	<u>CONTINUOUS 67-100% OF DAY</u>
Stand				X	
Sit				X	
Walk				X	
Climb Stairs		X			
Kneeling		X			
Climbing		X			
Twisting			X		
Stoop/Bend at Waist			X		
Reach below Shoulders			X		
Reach above Shoulders			X		
Manipulate objects with both hands				X	
with one hand			X		
Squatting		X			
Normal Hearing					X
Normal Sight					X
Work Indoors					X
Work Outdoors		X			
Expose Hands to Water			X		
To hand-washing			X		
To irritants		X			

LIFTING

0-15 pounds			X		
16-30 pounds			X		
30-50 pounds			X		
More than 50 pounds			X		

PUSH

0-25 pounds			X		
More than 25 pounds			X		
(includes carts and wheelchairs)			X		

PULL

0-25 pounds			X		
More than 25 pounds			X		

CARRYING

0-20 pounds			X		
21-40 pounds		X			
40-60 pounds	X				
More than 60 Pounds	X				

<u>ENVIRONMENTAL FACTORS</u>	<u>NEVER</u>	<u>RARE</u>	<u>OCCASIONAL 0-33% OF DAY</u>	<u>FREQUENT 34-66% OF DAY</u>	<u>CONTINUOUS 67-100% OF DAY</u>
Exposure to Biohazards	_____	_____	X	_____	_____
Exposure to Radiation	_____	_____	X	_____	_____
Exposure to Noise	_____	_____	X	_____	_____
Hearing Protection Required	X	_____	_____	_____	_____
Exposure to Heat	_____	X	_____	_____	_____
Exposure to Cold	_____	X	_____	_____	_____
Exposure to Toxic Chemicals	_____	_____	X	_____	_____
Exposure to Fumes	_____	_____	X	_____	_____
Exposure to Dust	_____	_____	X	_____	_____
Operate Motor Vehicle	_____	X	_____	_____	_____
Operate Hand/Power tools	_____	X	_____	_____	_____
Operate Machinery	_____	X	_____	_____	_____
Wear Protective Clothing	_____	_____	X	_____	_____