

CLINICAL NURSE SPECIALIST

DISTINGUISHING FEATURES OF THE CLASS: Under general supervision, an incumbent of this class is responsible for providing for the clinical management of patients on a 24-hour basis and expert consultation to nursing staff and other health professionals, and for promoting and stimulating quality nursing practice within a given clinical area of expertise. Supervision is not a regular responsibility of this class, although consultative and instructional guidance is provided to nursing and other health care professionals in the area of expertise. Does related work as required.

EXAMPLES OF WORK: (Illustrative Only)

CONSULTANT/RESOURCE PERSON

Collaborates with the nursing staff and/or health professionals in counseling, teaching and/or physically caring for selected patients and their families;

Promotes professional nursing practice by assisting the nursing staff to:

1. Identify and clarify patient and/or nursing problems
2. Develop nursing care skills
3. Identify appropriate nursing actions and evaluate patients/family response to nursing care
4. Plan and conduct patient care conferences

Provides outreach through participation in community organizations or programs;

PRACTITIONER ROLE:

Assists the nursing staff in developing and delivering nursing care according to the American Nurse's Association Standards for Nursing Practice and WMC Standards of Nursing Practice;

Utilizes hospital and community resources for patients;

TEACHER:

Coordinates a program of professional development in a given area of specialization for the professional nurse;

Provides teaching for orientation and continuing education programs for nursing personnel;

Coordinates nursing grand rounds;

Participates in organized professional activities, i.e., conventions, workshops, seminars, continuing education to enhance nursing practice;

CHARGE AGENT:

Sets goals for self and discusses progress towards goals with Deputy Director of Nursing Services;

EXAMPLES OF WORK: (Cont'd)

Participates in establishing, maintaining, reviewing and interpreting policies and procedures of hospital nursing department as they relate to the clinical practice of nursing;

Participates in nursing and hospital committees;

RESEARCHER:

Reviews literature to identify most current research findings in field of expertise;

Communicates relevant research findings to nursing staff;

Applies research findings that are appropriate to nursing practice;

Initiates and coordinates research studies that contribute to health care;

May use computer applications or other automated systems such as spreadsheets, word processing, calendar, e-mail and database software in performing work assignments.

REQUIRED KNOWLEDGE, SKILLS, ABILITIES AND ATTRIBUTES: Comprehensive knowledge of the application of current nursing techniques and procedures; thorough knowledge of the New York State Nurse Practice Act, Joint Commission of Accreditation of Hospitals, American Nursing Association and the New York State Health Department standards for nursing practice; thorough knowledge and expertise in a specific area of nursing practice and the ability to utilize concomitant skills; ability to work effectively on a multi-disciplinary team; ability to work closely with all levels of nursing service; ability to set priorities; ability to develop and maintain good interpersonal relations; ability to effectively use computer applications such as spreadsheets, word processing, calendar, e-mail and database software in performing work assignments; thoroughness; sound professional judgment; initiative; creativity; physical condition commensurate with the demands of the position.

MINIMUM ACCEPTABLE TRAINING AND EXPERIENCE: Possession of a valid license and current registration, issued by the New York State Department of Education, as a Registered Professional Nurse, a Bachelor's Degree* in Nursing, Biological Science, Health, Behavioral Science or related field, three years of clinical nursing experience, two of which must have included practice in the clinical specialty or related specialty, and a Master's Degree* in Nursing or related specialty.

*SPECIAL NOTE: Education beyond the secondary level must be from an institution recognized or accredited by the Board of Regents of the New York State Education Department as a post-secondary, degree-granting institution.