

Class Concept

Employees in this class performs professional nursing work at the full-performance level providing direct patient care to individuals with varied health problems. Employees in this class serve as a lead nurse and typically work independently with other healthcare professionals. Work includes conducting nursing assessments; developing, implementing and evaluating treatment plans; and providing patient care and education through case management. There is a greater emphasis in independent practice and advanced clinical knowledge/skills. Employees in this class administer medications and treatments as directed by a physician. Employees in this class are responsible for appropriate treatment and medical documentation, and may assist the nursing supervisor by directly supervising licensed and unlicensed assigned nursing staff. Performs other related work as required. Work is performed under the general supervision of a Nurse Supervisor.

Recruitment Standards

Knowledge, Skills, and Abilities

- In-depth knowledge of professional principles, practices and theory of nursing and its application.
- In-depth knowledge of laws, rules and regulations governing the provision of nursing care.
- Knowledge of unit, organization and standard operating procedures.
- Knowledge of medications and the physiological effect of those medications.
- Knowledge of good supervisory practices and skill in supervising others, including how to deal effectively with difficult employees.
- Skill in the application of nursing techniques and instruments.
- Ability to implement the nursing process (assess, plan, implement, and evaluate) with limited supervision.
- Ability to assign and coordinate work activities and monitor the performance of subordinates.
- Ability to lead a team; skill in delegation and making assignments.
- Ability to answer questions from the nursing and medical staff or provide consultation on disease processes, treatment, care; etc.
- Ability to counsel and advice staff regarding conduct and job performance.
- Ability to deal effectively with a crisis situation.
- Ability to evaluate effectiveness of services and monitor customer satisfaction.
- Ability to communicate information to patients, families and staff in a concise and descriptive manner, verbally and in writing.
- Ability to anticipate, recognize and respond to potentially problematic situations.
- Ability to effectively manage group processes.
- Ability to manage complex dilemmas and respond to potentially problematic situations.
- Ability to provide instruction to nursing and medical staff on disease processes, treatment, care etc., regarding patient care.
- Ability to evaluate effectiveness of services and monitor customer satisfaction.

Minimum Education and Experience

Licensed to practice as a Registered Nurse in the State of North Carolina and one year of nursing experience.