

Class Concept

Employees in this class are characterized by the advanced performance of consultative work to a variety of audiences, including public health, utilization review and review of health care delivery systems in an assigned geographic region, inpatient facility or central office environment and may provide supervision and oversight of other employees. Employees assess, plan, implement and evaluate clinical healthcare services for a broad dispersed geographic area, which may encompass a variety of health issues and cultural differences or a significantly high risk and costly patient group. Employees in this class may participate in program planning, policy-making, and the development of system-wide nursing standards. Employees in this class typically provide expert advice and consultation within the areas assigned. They may provide advanced technical expertise and guidance in assessing, developing and implementing educational and research materials to meet nursing practice needs. Work is performed under the general supervision of a Nurse Supervisor or Nurse Director.

Recruitment Standards

Knowledge, Skills, and Abilities

- Basic knowledge of principles and practices of applicable State and Federal laws, business, finance, physician services, nursing, pharmacy, sanitation, diagnostic services, and/or patient activity programs.
- Considerable knowledge of advanced communication skills, both verbally and written, to both patients and families, as well as professional colleagues, physicians, other agencies, vendors, and research sponsors.
- Thorough knowledge of principles and practices of State and Federal standards, certifying and accrediting bodies, guidelines, and regulations applicable to area of assignment.
- Ability to answer questions from nursing and medical staff or provide consultation on disease processes, treatment, care, etc.
- Ability to manage, anticipate, recognize and respond to complex situations to include conflict resolution, decision-making and prioritizing.
- Ability to organize, develop and conduct formal training programs.
- Ability to direct and supervise the work of others in the area of specialty.
- Ability to develop a professional relationship with patients/families while assisting them in living with potentially life-threatening diseases.
- Ability to coordinate and collaborate with patients, staff and outside agencies related to system reviews, standards, interdisciplinary plans of care, etc.
- Ability to communicate with patients dealing with potential life-threatening diseases.

Minimum Education and Experience

Licensed to practice as a Registered Nurse in the State of North Carolina and two years of clinical experience in the area of specialization.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.