

Class Concept

Employees in this class are responsible for the direction, administration, and supervision of a specific system-wide program in Nursing Services such as education, infection control, performance improvement/risk management and recruitment. Employees have complete responsibility for independently planning, coordinating, implementing and evaluating the quality of system-wide nursing care delivered through the organization. Employees in this class are usually members of the clinical management team. Work is performed under the general supervision of a higher level Nurse Director or a hospital/facility director.

Recruitment Standards

Knowledge, Skills, and Abilities

- Considerable knowledge of professional nursing theory, techniques, practices and procedures.
- Considerable knowledge of state and federal rules and regulations and accrediting agencies governing their specific program and/or agency/facility.
- Considerable knowledge of standards and practices regarding their specific programs and or agency/facility.
- Considerable knowledge of teaching methods applicable to in-service nursing training programs and of materials to be used in group discussions and demonstrations.
- Ability to independently assess, analyze, plan, direct, implement and evaluate delivery of nursing services.
- Ability to participate in program planning, policy-making, and the development of nursing standards and procedures.
- Ability to identify and address quality monitoring and performance improvement issues for the specific program.
- Ability to develop and maintain effective communication and work relationships with Physicians, healthcare personnel, patients, families, agencies and others.
- Ability to write and present reports to management and administration.
- Ability to develop databases for collecting or reporting data on specific programs; thus, enabling management to make informed decisions.

Minimum Education and Experience

Licensed to practice as a Registered Nurse in the State of North Carolina and five years of nursing experience, including three years of experience in the area of specialization.