

Class Concept

This is beginning level supervisory nursing work. Employees in this class are characterized by the performance of supervision of a single component or unit of a nursing program including research. They are typically responsible for having the basic knowledge to serve as a supervisor/health authority of a unit in an organization. Employees in this class are responsible for implementation of the nursing process and maintaining the quality and adequacy of nursing practice; coordinating nursing and training programs; and assisting in solving professional, administrative and supervisory problems in an assigned area. Employees may assist a higher level Nurse Supervisor or Nurse Director and have general administrative duties such as planning, organizing and managing daily operations, quality assurance, Human Resource Management functions, and staff development. Employees in this class may also be responsible for supervision of nursing consultation programs. Work is performed under the general supervision of a higher level Nurse Supervisor or a Nurse Director.

Recruitment Standards

Knowledge, Skills, and Abilities

- Considerable knowledge of professional nursing theory, techniques, practices.
- Working knowledge of management and supervisory methods, practices, and procedures.
- Ability to implement the nursing process (assess, plan, implement and evaluate) to meet patient needs.
- Ability to direct and carry out prescribed medical treatments and therapeutic programs.
- Ability to plan, organize, and supervise the work of healthcare staff.
- Ability to actively motivate employees and develop team camaraderie and commitment towards meeting the objectives of higher management.
- Ability to advise and counsel employees on job performance and conduct.
- Ability to actively seek to coach and mentor staff.
- Ability to prepare and maintain reports of activities and patient progress.
- Ability to identify and address quality monitoring and performance improvement issues for a unit.

Minimum Education and Experience

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