

Class Concept

Employees in this class are characterized by the performance of supervision of a component or multiple components of a nursing program including research. They are typically responsible for having a working knowledge of good supervisory skills in order to serve as a supervisor/health authority of a unit in an organization or a facility. Employees in this class are responsible for 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 with 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

- Thorough knowledge of professional nursing theory, techniques, practices, and the organization and operation of the nursing program in the area of assignment.
- Considerable knowledge of management and supervisory methods, practices, and procedures.
- Considerable knowledge of the trends and methods of nursing education.
- Ability to mentor new supervisors.
- Ability to independently 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 anticipate, recognize and respond appropriately to potential problematic situations.
- Ability to advise and provide input to management regarding strategic plan, development of policies and procedures, and global organizational issues.
- Ability to effectively disseminate information on changes in policies, procedures, protocols, etc., via various channels such as meetings, bulletin boards, memos, email, etc.
- Ability to coach and counsel employees.
- Ability to prepare and maintain reports of activities and patient progress.
- Ability to identify and address quality monitoring and performance improvement issues for nursing services.
- Ability to evaluate the quality of nursing services delivered and to institute methods of improving or maintaining established standards of nursing care.

Minimum Education and Experience

Licensed to practice as a Registered Nurse in the State of North Carolina and three years of nursing experience, including one years of experience in a Nurse Supervisor capacity.

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