

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 independently serving as a supervisor/health authority of a unit in an organization. The Nurse Supervisor III can also be used at a small facility or unit in an organization to serve as an entry level Nurse Director. Employees in this class are responsible for independently maintaining the quality and adequacy of nursing practice; coordinating nursing and training programs; and solving complex professional, administrative and supervisory problems in an assigned area. Employees may assist Nursing Directors 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. The Nurse Supervisor III is distinguished from lower level Nurse Supervisor classifications based on the level of independence exercised. Work is performed under the general supervision of a Nurse Director. The Nurse Supervisor III can also be used at a small facility or unit in an organization to serve as an entry level Nurse Director.

Recruitment StandardsKnowledge, 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.
- Thorough knowledge of management and supervisory methods, practices, and procedures.
- Skill in working effectively with a variety of professional and paraprofessional staff.
- Ability to mentor new supervisors.
- Ability to independently implement the nursing process (assess, plan, implement and evaluate) to meet patient needs.
- Ability to monitor staffing levels to ensure staffing is adequate.
- Ability to anticipate, recognize and respond appropriately to potential problematic situations.
- Ability to use appropriate investigative interview techniques.
- Ability to advise and provide input to management regarding strategic plan, development of policies and procedures, and global organizational issues.
- Ability to prepare and maintain reports of activities and progress notes.
- Ability to disseminate information from administration/management including ability to provide interpretation and clarification of information to subordinates.
- Ability to mentor, coach and manage staff.
- Ability to identify and address quality monitoring and performance improvement issues for nursing services.

Minimum Education and Experience

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