

### Class Concept

Employees in this class are characterized by the performance of professional nursing care and treatment to patients in accordance with medical protocols. They develop nursing care plans based on diagnosis and pertinent medical information, patient and family needs such as conducting nursing assessments; developing, implementing and evaluating treatment plans; and providing patient care and education through case management. Employees in this class work independently to carry out nursing care processes and set up an environment to assist patients in obtaining maximum level of functioning or recovery. Employees in this class may also be responsible for serving as a “charge nurse” overseeing the daily nursing care activities on an assigned shift or in a preceptor role, coordinating all licensed and non-licensed staff duties. Employees in this class administer medications and treatments as directed by a physician. Employees in this class are responsible for appropriate treatment and medical documentation. Work is performed under the general supervision of a higher level Professional Nurse or Nurse Supervisor.

### Recruitment Standards

#### Knowledge, Skills, and Abilities

- Knowledge of professional principles, practices and theory of nursing and its application.
- Knowledge of laws, rules and regulations governing the provision of nursing care.
- Knowledge of medical terminology.
- Knowledge of medications and the physiological effect of those medications.
- Ability to independently plan, implement and evaluate patient care plans.
- Ability to lead a team; skill in delegation and making assignments.
- Ability to guide and counsel subordinate staff and provide feedback and advice/counsel to nursing staff on care rendered to patients.
- Ability to provide patient and family education on disease processes, treatment and self-care.
- Ability to demonstrate patience in dealing with patients, clients, and families.
- Ability to communicate information to patients, families and staff in a concise and descriptive manner, verbally, in writing or by demonstration.
- Ability to appropriately respond to emergency situations.
- Ability to effectively teach nursing staff through orientation and on the job training.

#### Minimum Education and Experience

Licensed to practice as a Registered Nurse in the State of North Carolina.

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