

Clinical Research Nurse (Level 1) - 610

Clinical Practice / Clinical Judgment

Performance expectations at this level incorporate critical thinking skills with technical nursing skills integrating experiential knowledge and evidence-based practice. Collaborates with interdisciplinary team, patients and families to enhance clinical practice and care. Facilitates learning for patients and families.

Under the overall direction of an experienced nurse:

- Provides patient care that is delivered in accordance with policies, procedures, standards of practice and protocol guidelines.
- Provides care to routine, uncomplicated, predictable patient populations using the nursing process.
- Applies formal clinical knowledge to make clinical decisions.
- Recognizes limits and seeks guidance and support from experienced nurses when needed.
- Demonstrates basic and routine nursing skills and the use of associated technology.
- Meets expectations of all role competencies; demonstrates progress in meeting POC competencies.
- Patient's comprehensive needs are incorporated into patient care including education, safety, comfort and spirituality.
- Sets priorities and organizes patient care assignments.
- Administers all medications using the 5 rights. Uses resources to validate purpose, indication and outcome.
- Participates as a member of interdisciplinary team as evidenced by: consistent attendance in unit rounds / meetings, suggesting appropriate referrals, and communicating plan of care.
- Communicates with patients and patient's significant others in a manner that is perceived to be therapeutic, timely and accurate.
- Provides education to patients/significant others; teaching is individualized using available resources and modified to achieve the highest level of learning.
- Advocates for patient and families and supports patient rights.
- Patient safety principles are incorporated into patient care.

Clinical Research Support

Knowledge of the biomedical research process, support of patients on biomedical research protocols and awareness of ethical issues.

Under the overall direction of an experienced nurse:

- Describes the impact of the research process on patient care.
- Administers research interventions, collects patient data according to protocol specifications and evaluates patient's response to therapy.
- Confirms informed consent/assent is obtained prior to beginning any studies or therapies.
- Documents and communicates research observations in a timely manner to the research team.
- Identifies ethical conflicts / issues in the clinical research setting that require consultation and reports them to the Clinical Manager / preceptor.
- Assesses patients and families to assure ongoing understanding of the research process.

Leadership and Clinical Inquiry

Application of basic leadership principles to nursing practice. The ongoing process of questioning and evaluating nursing practice and providing informed practice.

Under the overall direction of an experienced nurse:

- Describes the impact of evidenced-based practice on patient care.
- Effectively uses and follows the chain of command.
- Completes work assignments on time and with consistent quality/accuracy.
- Demonstrates effective delegation to support staff.
- Demonstrates decisions and actions that support organizational change, the CC mission, vision, department goals, and leadership structure.
- Verbalizes an understanding of the nursing shared governance process; participates in unit discussions and decision making regarding clinical practice.
- Acquires new skills and knowledge that are based on self assessment and feedback from peers and preceptors.
- Demonstrates effective working relationships and communications with peers and colleagues.
- Accepts constructive feedback and incorporates feedback into practice.