

Clinical Research Nurse (Level 2) - 610

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.

- Provides patient care that is consistently delivered in accordance with policies, procedures, standards of practice and protocol guidelines.
- Provides care to routine patient populations using the nursing process; developing skills to care for complex patients.
- Identifies and communicates patterns and trends that may predict the direction of illness.
- Recognizes limits and seeks guidance and support from more experienced nurses.
- Masters basic and routine nursing skills and the use of associated technology.
- Meets expectations of all role and program of care (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.
- Contributes to the interdisciplinary team as evidenced by: consistent participation in unit rounds / meetings, making 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 and unit operations.

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

- Identifies and communicates the impact of the research process on patient care, adjusts interventions based on findings and reports issues/variance promptly to the research team.
- Administers research interventions, collects patient data according to protocol specifications and evaluates patient's response to therapy.
- Documents and communicates research observations in a timely manner to the research team.
- Confirms informed consent/assent is obtained prior to beginning any studies or therapies.
- Seeks consultation when ethical conflict/issues in the clinical research setting are identified.
- Assesses patients and families to assure ongoing understanding of the research process.

Application of basic leadership principles to nursing practice. The ongoing process of questioning and evaluating practice and providing informed practice. Coordinating and/or chairing recurring status of funds meetings with IC Management, Program and/or Division staff

- Integrates evidence-based practice into nursing practice.
- 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.
- Contributes to teams, workgroups and the nursing shared governance process; outcomes are substantive and assignments are completed within established timeframes.
- Acquires new skills and knowledge that are based on self assessment, feedback from peers and supervisors, and changing clinical practice requirements.
- Contributes to the identification of learning needs for the practice environment and provides learning opportunities for others.