

Clinical Research Nurse (Level 3) - 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.
- Proficiently:
- Provides patient care that is consistently delivered in accordance with policies, procedures, standards of practice and protocol guidelines.
- Provides care to acute and /or complex patient populations using the nursing process.
- Provides support and guidance to less experienced staff.
- Identifies and communicates patterns and trends that may predict the direction of illness and provides nursing care to prevent adverse outcomes.
- Masters all nursing skills and associated technology for a Program of Care.
- Meets expectations of all role and program of care (POC) competencies; assists in assessing the competency of less experienced nurses.
- Patient's comprehensive needs are incorporated into patient care including education, safety, comfort and spirituality.
- Sets priorities and organizes assignments involved in patient care; Adjusts priorities based on patients changing needs.
- Administers all medications using the 5 rights. Uses resources to validate purpose, indication and outcome.
- Contributes to the interdisciplinary team as evidenced by: actively participating in unit rounds / meetings, making referrals to address patient care needs, thoroughly communicating the plan of care and the patient's response to 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 as evidenced by; individualized teaching, use of available resources and modifying teaching methods 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.

Clinical Research Support

- Knowledge of the biomedical research process, support of patients on biomedical research protocols and awareness of ethical issues.
- Proficiently:
- 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.
- Participates in the planning of new protocol implementation on the patient care unit when the opportunity arises.
- Confirms informed consent/assent is obtained prior to beginning any studies or therapies.
- Administers research interventions, collects patient data according to protocol specifications and evaluates patient's response to therapy; responds to variances in protocol implementation and reports them to the research team.
- Documents and communicates research observations in a timely manner to the research team.
- Manages ethical conflicts / issues that may arise in a clinical research setting, initiates consultation and assists less experienced nurses to identify ethical conflicts.
- Assesses patients and families to assure ongoing understanding of the research process.

Leadership & Clinical Inquiry

- Application of basic leadership principles to nursing practice. The ongoing process of questioning and evaluating practice and providing informed practice.
- Proficiently:
- Integrates evidence-based practice into nursing practice and evaluates patient outcomes.
- Performs in Charge Nurse Role as assigned.
- Uses and follows the chain of command.
- Completes complex work assignments on time as evidenced by being consistently organized, setting priorities and providing quality outputs.
- 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.
- Seeks new knowledge and skills 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 / POC and provides learning opportunities for others.
- Performs in preceptor role as assigned.
- Provides formal and informal feedback to peers and colleagues that supports individual growth and improves the work environment.