

Clinical Resource Registered Nurse

Department: Nursing

Job Status: Part Time

FLSA Status: Exempt

Reports To: Lead Nursing Course Instructor

ESSENTIAL FUNCTIONS

Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Essential Functions

- Report directly to Lead Nursing Course Instructor.
- Responsible for the supervision of assigned student(s) within the clinical setting.
- Facilitate student's clinical assignments and scheduling in coordination with the lead instructors from each nursing course.
- Provide collaborative input to the lead nursing course instructor for the student's clinical progression notes and for the student's summative clinical evaluation.
- Provide collaborative input to the lead nursing course instructor for the student's written assignments.
- Offer input in the development, implementation, and evaluation of policies and curriculum for the Nursing Program.
- Maintain accurate attendance records for each student.
- Facilitates student learning in nursing skills lab through simulation and demonstration.
- Regularly attends and participates in nursing faculty meeting. A telecommuting CRRN can attend the meeting by phone/ITV and is requested to physically attend a meeting on campus the 3rd Monday of each month during the academic year.
- Maintains competency in clinical skills through continuing education and/or clinical practice.
- Travel required to main campus to meet CRRN responsibilities to include, but not limited to: Return Demonstration, Learning Fair, Simulation, Legal Seminar etc.
- Other duties as assigned.

POSITION QUALIFICATIONS

Competency Statement(s)

- Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.

- Attendance/Punctuality - Is consistently at work and on time.
- Business Acumen - Understands basic business practices.
- Change Management - Communicates changes effectively.
- Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Participates in meetings.
- Written Communication - Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.
- Cost Consciousness - Works within approved budget; Develops and implements cost saving measures; Contributes to profits and revenue; Conserves organizational resources.
- Customer Service - Manages difficult or emotional customer situations; Responds promptly to customer needs; Meets commitments.
- Delegation - Delegates work assignments; Matches the responsibility to the person; Sets expectations and monitors delegated activities.
- Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments.
- Initiative - Seeks increased responsibilities; Takes independent action.
- Judgment - Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.
- Managing People - Includes staff planning, decision-making, facilitating and process improvement; Makes self available to staff; Provides regular performance feedback; Develops subordinates' skills and encourages growth; Improves processes, product and services.
- Organizational Support - Follows policies and procedures; Completes administrative tasks correctly and on time; Supports organization's goals and values
- Planning/Organizing - Prioritizes and plans work activities; Uses time efficiently; Organizes or schedules other people and their tasks.
- Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions.
- Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.
- Quality Management - Looks for ways to improve and promote quality; Demonstrates accuracy and thoroughness.

- Quantity - Meets productivity standards; Completes work in timely manner; Strives to increase productivity; Works quickly.
- Safety and Security - Observes safety and security procedures; Uses equipment and materials properly.
- Strategic Thinking - Develops strategies to achieve organizational goals; Adapts strategy to changing conditions.

Education:

Preferred Master's degree in Nursing or current enrollment in Master's program. Acceptable is Bachelor of Nursing program with actively seeking Master's program.

Experience:

Prefer five years of direct patient care to include, but not limited to: Med/Surgical unit, OB unit, or Long Term Care unit, will consider two years. Candidate must have broad clinical background including long term care with knowledge of MDS, and at least two years experience in medical/surgical and labor/delivery/postpartum. The candidate must have excellent computer, communication and organizational skills, ability to coordinate and prioritize workload, ability to maintain strict confidentiality and experience in teaching of adults.

SKILLS & ABILITIES

Computer Skills

Efficient and accurate with current Microsoft Office computer software and equipment.

Certificates & Licenses

Must hold unencumbered registered nurses license in the State of Montana.

Clinical Registered Resource Nurses are required to keep current in their field by maintaining licensure through the completion of clinical hours and professional development. Nursing Licensure may be determined by Montana State Board of Nursing to maintain current credentials for advanced practicing nurse. The required clinical hours may be obtained through any medical facility including but not limited to hospitals, clinics, long-term care, assisted living and the College's student health service.

Other Requirements

Must be able to meet the demands of the job; Compliance with affiliating clinical agency requirements. Professional oral and written communication skills, appropriate handling of confidential information. Demonstrated organizational skills.

REVIEWED BY (SUPERVISOR SIGNATURE)

DATE

REVIEWED BY (EMPLOYEE SIGNATURE)

DATE

Miles Community College has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate.