**Clinical Nurse Specialist**

**Job Code:** 800027  
**FLSA Status:** Exempt  
**Mgt. Approval:** M. Bishop  
**Date:** July 2019  
**Department:** Surg/OR – Operating Room  
**HR Approval:** J. Olson  
**Date:** July 2019

**JOB SUMMARY**

Under the guidance of the Director, Surgical Services at UW Health at The American Center (TAC), the Clinical Nurse Specialist (CNS) collaborates with nursing management and staff to implement a comprehensive education program and serve as the clinical expert in the advancement of professional nursing practice for perioperative staff in the care areas of Pre-Op, Post-Op, and PACU. The CNS is responsible for the assessment, development, planning, implementation, and evaluation of education and designated clinical programs to meet the needs of various surgical patients. The CNS applies innovative teaching strategies and methodologies in order to provide for a cost-effective and well-executed program of clinical education. The incumbent integrates research-based practices and guidelines established by specialty or other health care agencies into educational and professional development activities. The position requires self-direction and assumes responsibility for the advancement of nursing practice by developing new approaches, methods, and/or techniques to patient care practice issues which assure that clinical standards are met.

Programmatic responsibilities include continued development and evaluation of programs of orientation, in-service education, and continuing education as they relate to the assigned specialty area to ensure clinical orientation programs and continuing education initiatives meet professional practice standards and regulatory agency requirements. The CNS possesses a high degree of skill in performance-based practice evaluation and is responsible for oversight of clinical practice, practice standards, and clinical development. The CNS applies an extensive knowledge of education principles to the practice setting and ensures the progressive development of clinical judgment to ensure well-coordinated, multidisciplinary programs of care. The CNS may also provide process, performance, and service delivery consultation to the organization through ad hoc or permanently established councils, committees, and workgroups and will participate in initiatives related to the ANCC’S Magnet Recognition Program.

**MAJOR RESPONSIBILITIES**

**Clinical Program Development**

- Collaborates with Clinical Department Directors, Nurse Managers, Supervisors, Nursing Education Specialists, Physicians, and other key staff in curriculum development and nursing program evaluation.
- Creates a well-coordinated program of nursing staff education to ensure clinical excellence and quality improvement. Confirms completion of orientation programs for newly hired staff and incorporates growth and develop principles into the ongoing education plan.
- Analyzes nursing continuing education and outreach needs, collaborating as appropriate with the Schools of Nursing for program development.

**Clinical Practice**

- Ensures the delivery of high-quality nursing care by demonstrating in-depth knowledge and skills in evidence-based and research-based nursing practice.
- Evaluates practice to confirm clinical care reflects updated clinical practices and integration of practice standards. Works with management to incorporate needed areas for improvement to enhance patient care. Mentors perioperative nurses to advance their nursing practice through specialty certification, the UW Health Nursing Clinical Advancement Program, and evidence-based practice initiatives.
- Analyzes current clinical practice against data driven benchmarks, incorporating strategic planning efforts into analysis. Prepares written analysis of evaluation along with strategies to meet future goals and objectives. Establishes measures of success for carrying out objectives.
- Provides specialized knowledge about perioperative nursing practice to individuals within UW Health as well as the community.

**Leadership**

- Facilitates required changes in the practice environment through role modeling, mentorship, and influence based on clinical expertise.
- Participates in the implementation of management decisions which affect nursing practice in the clinical area. Coordinates the development of and revisions to written policies and procedures.
**UW HEALTH JOB DESCRIPTION**

- Supports staff through communication, performance reviews, coaching, and feedback.

**Research**

- Evaluates and disseminates research findings. Develops and tests techniques of assessment and patient intervention through participation in professional organizations and publications in professional journals.

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**ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.**

### JOB REQUIREMENTS

<table>
<thead>
<tr>
<th>Education</th>
<th>Minimum</th>
<th>Preferred</th>
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<tbody>
<tr>
<td></td>
<td>Master’s Degree in Nursing or MS in relevant area with BS in Nursing</td>
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<tr>
<th>Work Experience</th>
<th>Minimum</th>
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<tr>
<td></td>
<td>3 years of perioperative experience demonstrating knowledge and experience in the development, implementation, and evaluation of clinical programs.</td>
<td>Demonstrated clinical experience as an advanced level practitioner in the perioperative health care field.</td>
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<tr>
<th>Licenses &amp; Certifications</th>
<th>Minimum</th>
<th>Preferred</th>
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<tr>
<td></td>
<td>RN licensure in the state of WI BLS ACLS</td>
<td>BLS Instructor Certification CAPA, CPAN, or relevant nursing specialty</td>
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| Required Skills, Knowledge, and Abilities | • Excellent written and verbal communication skills  
• Demonstrated success in the integration of evidence-based practice into the clinical arena  
• Demonstrated success in working in an environment with interdisciplinary collaboration  
• Knowledge of computer-assisted instruction. Basic skills in use of word processing, databases/Excel, and PC based presentation software.  
• Experience in clinical teaching with an education program or as a clinical preceptor/unit teacher |

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**AGE SPECIFIC COMPETENCY (Clinical jobs only)**

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

**Instructions:** Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

- **Infants (Birth – 11 months)**
  - X Adolescent (13 – 19 years)
- **Toddlers (1 – 3 years)**
  - X Young Adult (20 – 40 years)
- **Preschool (4 – 5 years)**
  - X Middle Adult (41 – 65 years)
- **School Age (6 – 12 years)**
  - X Older Adult (Over 65 years)

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**JOB FUNCTIONS**

Review the employee’s job description and identify each essential function that is performed differently based on the age group of the patient.

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**PHYSICAL REQUIREMENTS**

Indicate the appropriate physical requirements of this job in the course of a shift. **Note:** reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.

<table>
<thead>
<tr>
<th>Physical Demand Level</th>
<th>Occasional</th>
<th>Frequent</th>
<th>Constant</th>
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<tbody>
<tr>
<td></td>
<td>Up to 33% of the time</td>
<td>34%-66% of the time</td>
<td>67%-100% of the time</td>
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- **Sedentary:** Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docketts, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.
  - Up to 10#  
  - Negligible  
  - Negligible

- **Light:** Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10
  - Up to 20#  
  - Up to 10# or requires significant walking or
  - Negligible or constant push/pull of
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<tr>
<td><strong>Medium</strong>: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.</td>
<td>20-50#</td>
<td>10-25#</td>
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<tr>
<td><strong>Heavy</strong>: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.</td>
<td>50-100#</td>
<td>25-50#</td>
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<tr>
<td><strong>Very Heavy</strong>: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.</td>
<td>Over 100#</td>
<td>Over 50#</td>
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<tr>
<td><strong>Other</strong> - list any other physical requirements or bona fide occupational qualifications not indicated above:</td>
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**Note:** The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.