

 <p><b>STATE OF INDIANA</b> CLASSIFICATION SPECIFICATION</p>	<b>Class Title:</b> Clinical Nurse Specialist		<b>Class Code:</b> 001QL3
	<b>FLSA Status:</b> Exempt	<b>Salary Schedule:</b> RDS	<b>Effective Date:</b> 5/24/13
	<b>Summary:</b> Responsible for research, development and implementation of evidence-based programs for patient recovery and return to community. Position blends clinical practice, managerial, educational and research skills to formulate and implement quality patient programming.		

**Duties:**

- Develops patient programming according to best practice or evidence-based practice;
- Collaborates with other disciplines and team members regarding patient programming;
- Provides reasonable alternatives to staff providing patient programs;
- Collaborates with interdisciplinary team members, including psychiatrists, psychologists and nursing staff to develop, implement or evaluate treatment plans;
- Initiates action plans to maximize patient progress within the therapeutic plan of care;
- Interacts with staff to problem solve;
- Assures program objectives are measureable and that interventions are clinically appropriate;
- Recognizes and interprets subtle changes in patient behavior, condition and appearance;
- Mentors and shares clinical expertise with other nurses, students and support staff;
- Assists patients to integrate the implications of illness into lifestyle;
- Initiates and leads groups effectively utilizing pre-established goals and objectives;
- Evaluates both individual and group programs;
- Documents information according to Point of Reference (POR) manual;
- Provides guidance on groups or process-related topics;
- Identifies educational needs of patients and staff;
- Develops and teaches formal educational or training programs;
- Identifies barriers to learning and evaluates readiness to learn;
- Serves as a patient advocate by effectively intervening;
- Identifies alternative approaches for patient to resolve problems and provides regular and balanced feedback to clarify strengths and weaknesses;
- Participates in activities aimed at professional growth and development including conferences or continuing education activities;
- Performs related duties as required.

**Job Requirements:**

- Requires current license to practice as an advanced practice nurse in psychiatric/mental health in Indiana;
- Must be certified through ANCC or a national certifying body as an APRN, Clinical Nurse Specialist and/or Nurse Practitioner in Psychiatric Mental Health;
- Certified in professional rescuer CPR/AED, IV and TB;
- Drug Enforcement Agency (DEA) registration is required for prescriptive privileges. Prescriptive privileges not required;
- Demonstrates expertise in working with others to explore alternative goals and to devise obtainable outcomes;
- Ability to communicate in a direct, goal-oriented manner with staff and members of the treatment team;
- Knowledge of basic computer skills;
- Excel in both written and verbal interpersonal and communication skills.

**Difficulty of Work:**

Work is complex utilizing critical thinking skills and evidence-based practice daily. The incumbent would consult the Director of Nursing, Service Line Manager, hospital/state policies and accrediting body regulations and standards ensuring standards of practice are being met on the service line.

**Responsibility:**

Incumbent works with a high degree of independence. The incumbent evaluates the patients ensuring adherence to evidence-based programming, developing group programs specific to their needs. Decisions can be overruled by the Director of Nursing or Service Line Manager. Detection of errors would be moderately high. The consequences of an error could cause injuries to the resident or incumbent with liability to the institution.

**Personal Work Relationships:**

Incumbent interacts with incumbents of all departments and services lines of the hospital; as well as resident, resident's families, state and accrediting regulatory agencies and external customers.