

Job Description

Job Title Clinical Nurse II - NICU

Job ID 60735

Location Colorado Springs

Full/Part Time Full-Time

Regular/Temporary Regular

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Why Work at Children's....

Children's Hospital Colorado, Colorado Springs is a top-ranked hospital located in a top-ranked city.

With a regional team of more than 1,000 team members, Children's Colorado has been present in southern Colorado since 2001 and now has team members at five locations providing outpatient specialty care, emergency care, inpatient care and therapy care. Children's Hospital Colorado, Colorado Springs is the first pediatric-only hospital in the region and includes the region's only emergency department and operating rooms built just for kids and served by pediatric experts who have dedicated their lives to treating kids – and only kids – and who are directly linked to one of the country's leading pediatric academic medical centers.

This opportunity gives you the ability to lead a diverse team of pediatric experts at one of the top-ranked children's hospitals in the nation, according to US News and World Report, while living and being a part of a community that ranks "#1 Most Desirable Place to Live in the U.S.," according to the US News and World Report.

A career at Children's Colorado will challenge you, inspire you and motivate you to make a difference in the life of a child.

Learn about Children's Colorado and our culture: <https://www.youtube.com/user/thechildrenshospital>

Find out more about living and working in Colorado Springs: <http://www.choosecoloradosprings.com/>

Additional Information

Department: Mem Central Peds NICU

Hours per week: 36, eligible for benefits

Shift: Night Shift, 1900-0730. Three 12 hour shifts per week. Weekends and holidays per unit requirements.

Job Overview

Provides Family-Centered Care as demonstrated by recognizing the patient, family and/or designee as a full partner in providing compassionate and coordinated care based on respect for patient's preferences, values, and needs. Assumes active role in clinical education of patients, families and staff. Functions effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care. Integrates best current evidence with clinical expertise for delivery of optimal health care. Uses data to monitor the outcomes of care processes and uses improvement methods to test changes to continuously improve the quality and safety of health care systems. Minimizes risk of harm to patients and providers through both system effectiveness and individual performance. Uses information and technology to communicate, manage knowledge, mitigate error, and support decision-making. Serves as an agent of change within the organization, as demonstrated by one of the following; involved in unit and/or organizational activities, professional development activities, maintain Magnet[®] recognized certification, member of a professional organization and/ or active participant in community advocacy or volunteer activities.

Responsibilities

Population Specific Care

- a.) Neonate - <30 days
- b.) Infancy - >30 days to 1yr
- c.) Toddlers - >1yr to 3yrs
- d.) Pre-Schoolers - >3yrs to 5yrs
- e.) School age - >5yrs to 13yrs
- f.) Adolescent - >13yrs to 18yrs
- g.) Adult - >18yrs to 65yrs

Essential Functions

An employee in this position may be called upon to do any or all of the following essential functions. (These examples do not include all of the functions which the employee may be expected to perform)

Family-Centered Care: Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patient's preferences, values, and needs.

- Delivers patient and family centered care incorporating the nursing process while providing developmentally appropriate, culturally sensitive, evidence based care. Actively anticipates changes in patient outcomes/ unit needs in the provision of care.
- Care is guided by the Professional Practice Model throughout the continuum of care.
- Communicate and advocate patient values, preferences and expressed needs as part of implementation of care plan, evaluation of care and assessment of patient/family learning needs to the interdisciplinary team. Initiates and anticipates individualized care and education for patients/families across the continuum using an interdisciplinary approach

Teamwork & Collaboration: Function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care.

- Applies communication practices that minimize risks across transitions of care.
- Presents own perspective and supporting evidence in patient care and team discussions.
- Collaborates with team members in shared decision making.

Evidence Based Practice: Integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.

- Identifies key concepts of research and evidence based practice.
- Participates in structuring the work environment to facilitate integration of new evidence into standards of practice.
- Recognizes and communicates the need for revision of hospital and departmental policies procedures, practice guidelines, and/or measures for clinical practice evaluation.
- Recognizes the standard of care provided by the applicable professional organization and /or association.

Quality Improvement: Use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems.

- Utilizes outcome data at the patient level to make care decisions.
- Participates in the quality improvement activities and uses quality measures to understand individual and unit performance.

Safety: Minimize risk of harm to patients and providers through both system effectiveness and individual performance.

- Utilizes and discusses policy, procedures, and guidelines to support practice.
- Communicates observations or concerns related to unsafe situations that pose a risk to patients, families or the health care team.

Informatics: Use information and technology to communicate, manage knowledge, mitigate error, and support decision-making.

- Recognizes and applies information and technology of patient and unit outcomes to facilitate communication, clinical decision making, error prevention, and care coordination.
- Navigates and documents in the EMR to support patient care.

Leadership: Agents of change within the organization, involved in committees, professional development and supports organizational goals, as well as, active participants in the community. Nurses support organizational goals, advance the nursing profession, and enhance professional development by extending their influence to professional and community groups.

- Works within scope of practice and delegates according to Nurse Practice Act.
- Participates in shared governance activities.
- Seeks opportunities to participate in professional development activities such as:
 1. continuing education activities,
 2. a nursing or professional health organization
 3. certification in clinical specialty
 4. community service and/or grass roots advocacy
 5. Participates in education by precepting and the education of orientees, peers and students and acting as a clinical resource.

Other Information

COMPETENCIES

- **Expert knowledge** in medical/ clinical operations.
- **Expert knowledge** in principles of communication: verbal and written, to deal with all levels of personnel.
- **Excellent** customer service skills with hospital/ clinic staff, children, parents, and visitors.
- **Solid knowledge** of computer use and software to include MS office and other software used for hospital operations.
- **Ability** to prioritize and organize tasks in a fast paced setting.
- **Ability** to work independently and as a team member.
- **Skill** in developing and maintain effective working relationships with personnel.
- **Ability** to utilize motivational techniques to develop leadership and decision-making within the department.

SCOPE AND LEVEL

Guidelines: Developmental, standard, or intermediate level. Guidelines are generally numerous, well established, and directly applicable to the work assignment. Work assignment and desired results are explained by general oral or written instructions.

Complexity: Duties assigned are generally repetitive and restricted in scope but may be of substantial intricacy. Employee primarily applies standardized practices.

Decision Making: Decisions or recommendations on non-standardized situations are limited to relating organizational policies to specific cases. Brings non-routine issues to supervisor. Problems that are not covered by guidelines or are without precedent are taken up with the supervisor.

Communications: Contacts with the public or employees where explanatory or interpretive information is exchanged, gathered, or presented and some degree of discretion and judgment are required within the parameters of the job function.

Supervision Received: Under normal supervision, within a standardized work situation, the employee performs duties common to the line of work without close supervision or detailed instruction. Work product is subject to continual review.

Qualifications

- **EDUCATION** - Bachelor of Science in Nursing (BSN).
- **EXPERIENCE** – One year nursing experience.
- **LICENSURE/CERTIFICATION(S)** - Registered Nurse (RN) license; BLS/CPR from the American Heart Association with at least 6 months left before expiration is required upon hire.

Physical Requirements

Ability to Perform Essential Functions of the Job

- Audio-Visual: Color Discrimination: Good
- Audio-Visual: Depth Perception: Good
- Audio-Visual: Far Vision: Good
- Audio-Visual: Hearing: Good
- Audio-Visual: Near Vision: Good
- General Activity: Sit: 2-4 hrs. per day
- General Activity: Stand/Walk: 4-6 hrs. per day
- Motion: Bend: 1/3 or more of time
- Motion: Carry: 1/3 or more of time
- Motion: Climb: Up to 1/3 of time
- Motion: Lift: 1/3 or more of time
- Motion: Pull: 1/3 or more of time
- Motion: Push: 1/3 or more of time
- Motion: Reach: 1/3 or more of time
- Motion: Squat/Crouch: Up to 1/3 of time
- Others: Able to assist or assume direct patient care as census directly permits.
- Others: Occupational Hazards - exposure to unsteady or falling patient: In the course of transferring a patient, may encounter a patient who falls or loses balance, causing employee to fall and/or bear the full weight of a patient
- Weight Lifted/Force Exerted: Up to 100 pounds: Up to 1/3 of time
- Weight Lifted/Force Exerted: Up to 25 pounds: 1/3 or more of time
- Weight Lifted/Force Exerted: Up to 50 pounds: Up to 1/3 of time

Work Environment

- Exposure: Exposure to blood/body fluid: Regular/Frequent.
- Exposure: Exposure to heights: Occasional.
- Exposure: Exposure to infectious diseases: Frequent.
- Exposure: Exposure to lung irritations: Occasional.
- Mental and Emotional Requirements: Independent discretion/decision making.
- Mental and Emotional Requirements: Makes decisions under pressure.
- Mental and Emotional Requirements: Manages stress appropriately.

- Mental and Emotional Requirements: Works with others effectively.

Equal Employment Opportunity

It is our intention that all qualified applicants be given equal opportunity and that selection decisions be based on job-related factors. We do not discriminate on the basis of race, color, religion, national origin, sex, age, disability, or any other status protected by law or regulation. Be aware that none of the questions are intended to imply illegal preferences or discrimination based on non-job-related information.

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