

**WASHINGTON HOSPITAL CENTER  
POSITION DESCRIPTION**

---

**CLINICAL NURSE IV**

**JOB CODE: 06204  
FLSA: EXEMPT**

**GRADE: 4D  
EEO CODE: 2C**

---

**GENERAL SUMMARY**

**PRIMARY DUTIES AND RESPONSIBILITIES**

**Clinical Nurse:**

1. Delivers expert nursing care to patient and family whose needs range from uncomplicated to highly complex.
2. Identifies current and potential complex problems of a specific patient population, critically analyzes trends and changes in patient status, and plans appropriate interventions directly or indirectly through other nurses. Assesses needs of patients with highly complex problems.
3. Develops a written care plan that communicates to all caregivers the individualized needs of a patient with highly complex problems.
4. Identifies and evaluates long and short-range goals of nursing interventions.
5. Serves as a patient advocate by independently communicating clinical concerns in a timely manner to other members of the health care team.
6. Documents patient information in a manner that reflects the ability to integrate the nursing assessment data, pathophysiology of disease processes, and the therapeutic regimen into an appropriate evaluation of the patient status.
7. Coordinates the care of patient(s) with increasingly complex nursing care needs (specific to unit needs).

**Educational:**

8. Designs and evaluates the orientation program for new staff.
9. Coordinates and conducts the individual orientation programs for new staff.
10. Develops, conducts and evaluates formal unit-based patient education programs.
11. Develops, conducts and evaluates unit-based staff education programs including in-services, preceptor training, and primary nursing.
12. Administrative:
13. Assumes formally designated resource role for colleagues in unit management.
14. Assumes formally designated resource/liaison role for colleagues in the clinical management of patients.

**PRINCIPAL DUTIES AND RESPONSIBILITIES: (Continuation)**

15. Provides input to the ongoing clinical evaluation of staff.
16. Exhibits a demeanor that invites utilization by staff for problem solving.
17. Participates in the formulation, implementation, maintenance and evaluation of unit goals, objectives, policies and procedures and budgets, as appropriate, and assumes responsibility for the achievement of unit goals.
18. Chairs unit-based committees or projects and/or participates in hospital-based committees or projects as appropriate.
19. Participates in the implementation of unit assessments and audits, including quality assurance and patient classification, product evaluation and product utilization.
20. Assesses patient care needs, establishes priorities and delegates tasks to peers and ancillary support staff as appropriate to unit requirements.
21. IVT/OR ONLY: Coordinates the acquisition and maintenance of unit equipment and supplies.

**Research:**

22. Demonstrates the initiative to seek out current nursing research findings that address patient care issues, and communicates relevant research findings to staff.
23. Participates in data research process on unit-based research projects as appropriate.

**\* These duties are designated essential in accordance with the Americans Disabilities Act of 1990.**

**MINIMUM REQUIREMENTS**

**CERTIFICATION/REGISTRATION/LICENSURE:** Licensed as a registered nurse in Washington, D.C. (or awaiting endorsement).

**EDUCATION AND SKILL REQUIREMENTS:** Graduation from a basic educational program in professional nursing; Successful completion of Physical Assessment (course or challenge) within 120 days of hire; Twenty (25) contact hours of continuing education content area (s) as mutually agreed upon with Head Nurse or designee.

**PHYSICAL REQUIREMENTS:**

Required to stand for extended periods of time. Required to physically lift and transfer patients, and lift and move equipment used for patient care. Possesses verbal, visual, auditory and other sensory facility to provide patient care. Communicates directly and uses phone with patients, physicians, and other staff in emergency and daily patient care activities.

**EXPERIENCE:** Eighteen months general duty nursing, including six months in the specialty area.

**PERFORMANCE:** Exceeds standard or exceptional on at least 50% of the performance appraisal criteria within present position classification.

**CRITERIA FOR ADVANCEMENT:** Apply for advancement to nursing management position if position requirements are met and a position available.

**SUPERVISION RECEIVED:** Receives supervision from the Head Nurse/Clinical Manager. May at times receive functional supervision from other registered nurses within the unit, the clinical specialist, and the clinical supervisor.

---

**The duties reflected in this description do not preclude the assignment of other duties and responsibilities. They provide a general summary of the work required, and should not be treated as a total and complete list of expected duties to be performed by employees in the classification.**

**APPROVALS:**

_____ Vice President	_____ Date
_____ Assistant Vice President	_____ Date
_____ Manager/Department Head	_____ Date
_____ Director, Compensation	_____ Date
_____ Compensation Analyst	_____ Date

DATE ISSUED: \_\_\_\_\_

DATE REVISED: \_\_\_\_\_

DATE REVISED: \_\_\_\_\_