

 Oroville Hospital Job Description for Clinical Supervisor	Department:	Medical Surgical Services
	Dept.#:	6171, 6172, 6173
	Last Updated:	04/25/13

Reports To

Director of Medical Surgical Services

Job Summary

The Clinical Supervisor will be responsible for leading the development of an integrated nursing team approach. They will work directly with the Director in development of the nursing staff including education, department competencies, evaluation, performance correction, patient safety and customer service related issues. The Clinical Supervisor will assist nursing and care staff in reaching their full potential at each stage of their professional development. The focus will be on developing and enhancing clinical knowledge, technical skills, clinical decision making skills, professional performance standards and inter-personal skills that nursing and care staff use to provide quality services.

Duties

Clinical Support

- Provide clinical advice and supervision to nursing/care staff.
- Support and advise on efficient clinical practice of nursing staff ensuring appropriate skill mix to promote the highest standard of service.
- Assist people who use the services to evaluate their health outcomes and adjust nursing care practices to ensure optimum co-ordination and delivery of care.
- Review and recommend alterations in prescribed clinical options along agreed protocol driven guidelines.
- Review nursing documentation and maintain standards with regards to hospital policy on documentation including educating nursing staff to documentation standards.
- Identify the training needs of nursing/care staff and facilitate how to appropriately meet those needs.
- Facilitate clinical practice training, in line with Oroville Hospital's values and ethos, to nursing and care staff as required.
- Assess the clinical competence of care staff in clinical practice as part of a person centered approach.
- Introduce ongoing learning strategies into services, including tutorials, instructional sessions, and supervised practice sessions, regarding the use of medical/care equipment or best clinical care skills.
- Promote and participate in nursing research and evidence based clinical audit, and to encourage its practical application and the development of research based approaches to services within the clinical area.

Title:	Clinical Supervisor	April 25, 2013	Page 2 of 3
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- Foster an atmosphere conducive to learning in all grades of staff within the service.
- Establish and maintain communications with appropriate educational bodies and to liaise with like Services/Specialties nationally and internationally including any other group that will enhance clinical development.
- Ability to take responsibility for own personal and professional development and maintain professional knowledge/skills by keeping abreast of developments in nursing practice, nursing literature and recent nursing research.

Professional Support/Supervision:

- Provide leadership in clinical practice and act as a resource and role model for clinical practice.
- Provide leadership, supervision and support to nursing and care staff in the provision of clinical/care support services in a professional manner.
- Develop and maintain good collaborative working relationships and channels of communication with members of the nursing and care staff teams including all ancillary departments.
- Monitor, evaluate, and correct staff performance relating to care/clinical practice and assist the Director in raising the standards of practice.
- Assist in coordinating daily staffing to ensure that all shifts are covered.
- Attend management and other meetings as required by Oroville Hospital.
- Attend management development or training events organized or specified by Oroville Hospital.
- Act as a role model.
- Keep up to date with current developments in nursing practice and education.
- Ensure adherence to clinical policies and patient care guidelines at Oroville Hospital.
- Be on call as assigned by the Director.
- Undertake any other reasonable duties which may be assigned to you by the Director.

QUALIFICATIONS

- Experience leading and developing clinical practice within a person-centered framework
- Medical Surgical experience, demonstrates knowledge of and experience with current best practices in critical care nursing.
- Ability to maintain all Standards of Oroville Hospital in conjunction with the Director.
- Demonstrate the ability to work in partnership with people balancing the needs of people with one's own clinical and professional responsibilities.
- Demonstrates effective interpersonal skills, including active listening, to influence others, build constructive relationships and achieve outcomes.
- Demonstrates critical thinking skills using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Can analyze complex issues, propose solutions and implement decisions in conjunction with the Director.
- Welcomes change and is committed to encouraging continuous improvement and learning.
- Ability to accept and delegate responsibility, make sound judgments and accurately assess when to refer issues to the Director.
- Manages own workload effectively while being flexible to new demands.
- Demonstrates a high level of oral and written communication.
- Demonstrates effective computer skills.

Title:	Clinical Supervisor	April 25, 2013	Page 3 of 3
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- Has the ability to integrate well with, and contribute to, an evolving management team.
- Willing to travel and to work outside normal hours, where required.

Licensing Qualifications

- Graduate of an accredited school of professional nursing and licensed to practice as a registered nurse in the State of California
- Current ACLS certification (within 6 months)
- Current BLS certification
- Current PALS certification (within 6 months)
- Current Stroke Certification (within 6 months)

Lifting Requirements

While performing the duties of this job, the employee is regularly required to stand, use hands to handle or feel objects, or controls; each with hands and arms; and talk to hear. The employee is frequently required to walk or stand for extended periods, occasionally required to sit, balance; stoop, kneel or crouch.

The employee must frequently lift and/or move 50 pounds and occasionally lift and/or move up to 100 pounds.