## 1. GENERAL POSITION INFORMATION:

<table>
<thead>
<tr>
<th>CLASSIFICATION/JOB TITLE</th>
<th>CLASSIFICATION/JOB #</th>
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<tbody>
<tr>
<td>Registered Nurse, 14C/5A/5C Medicine Division</td>
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<table>
<thead>
<tr>
<th>WORKING TITLE (IF OTHER THAN CLASS TITLE)</th>
<th>EMPLOYEE GROUP</th>
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<tbody>
<tr>
<td>Clinical RN</td>
<td>ONA</td>
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<table>
<thead>
<tr>
<th>POSITION NUMBER</th>
<th>FTE</th>
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<tr>
<td></td>
<td>0.9, Full Time, Nightshift (1900-0730)</td>
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<thead>
<tr>
<th>EMPLOYEE NAME</th>
<th>DEPARTMENT NAME/ORG NUMBER</th>
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<tr>
<th>MISSION GROUP</th>
<th>SUPERVISOR &amp; TITLE</th>
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<tr>
<td>Clinical Enterprise</td>
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<thead>
<tr>
<th>MANAGER/DIRECTOR &amp; TITLE</th>
<th>PROGRAM</th>
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<td>Transition to Practice (TTP) Residency Program for the Adult Acute, Intermediate, and ED Observation Care Units (AIE)</td>
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### Qualifications:

The qualifications for the position are the minimum requirements to be eligible for a pre-screen and/or interview. The level of required experience and expertise for each posted position is influenced by the current amount of knowledge and skills of the other nurses in the unit/departments.

### Minimum requirements for all RNs:

- Baccalaureate degree in Nursing for external hires; Baccalaureate degree preferred to internal candidates.
- Baccalaureate degree in Nursing awarded from a program accredited by Commission of Collegiate Nursing Education (CCNE), Accreditation Commission for Education in
RN ROLE DESCRIPTION ADDENDUM:
DEPARTMENT SPECIFIC REQUIREMENTS

Nursing (ACEN) or Commission for Nursing Education Accreditation (CNEA) by 30 days before the start date.
- Current unencumbered Oregon RN license by 1 week before the start date.
- Current BLS certification awarded by the American Heart Association (AHA) or Military Training Network branch of AHA by the start date.

Working Conditions:

- Ability to lift, bend, stoop, reach, carry, push, pull and walk throughout the work period.
  Able to lift 35 lbs independently. Complies with the safe patient mobilization policy when lifting or positioning dependent patients, including using mechanical lifts and coordinating the assistance of other personnel.
- The work environment carries a risk of exposure to human tissue/fluids and radiation.
- Must be able to deal with competing needs and priorities of internal and external customers, including making correct judgments regarding ensuring safe conditions for patients, families, and other personnel.
- Use of all hospital approved clinical equipment. Significant use of computers, copiers, multi-line phones, and fax.
- Must be able to perform the essential functions of the position with or without accommodation.
- Must be able to use all senses: seeing, hearing, touching, smelling, and speaking. Reasonable accommodations include corrective lenses and/or hearing aids.
- OHSU provides reasonable accommodations for applicants with disabilities, by request to the Affirmative Action and Equal Opportunity (AAEO) department at aaeo@ohsu.edu.

** Department Specific Requirements**

Department Summary:

Unit Vision Statement:

Division Vision Statement: The Medicine Division is devoted to developing stellar professionals through our lifelong learning approach and teamwork centered care where every patient matters and healthcare professionals can deliver personal and individualized care to all.

We are the Medicine Division at OHSU consisting of three units, 14C, 5A and 5C. Our primary patient populations include a vast variety of illnesses including Cystic Fibrosis, Heart Failure, chronic conditions (ESRD, ESLD, DM2), substance use disorder (ETOH withdraw, suboxone induction, osteomyelitis, endocarditis), and other comorbidities such as behavioral health. Many of our patients are homeless or struggle socioeconomically and often feel that no one really cares about themselves as humans. We look for people who are passionate about being that person to let our patients know that we care about them, value their strengths, and give them a sliver of light. Our primary teams are Family Medicine, General Medicine, and Hospitalists. We collaborate with PT/OT, Dietitians, Social Work, Case Management, Speech
Therapists and other members of the multidisciplinary health care team to provide exceptional care for our patients.

5A/5C are conceptually contiguous with 23 beds on 5A and 14 beds on 5C. 14C is one 31 bed unit. We are hiring into the division and training on all three units. We will work with our new hires to identify what unit they would like to make their permanent location once they are off orientation.

**Patient Populations:**

- Cystic Fibrosis: pain management, infection prevention
- Heart Failure: I/O management,
- Chronic Illnesses: symptom management, medication management and education reinforcement
- Substance Use Disorder: withdrawal protocols, therapeutic communication, trauma informed care delivery

**Department Specific Working Conditions:**

- Exposure to isolatable conditions for which staff is provided education and protective equipment to minimize risk.

**Department Specific Requirements:**

- Completion of a practicum, immersion or capstone within the last 12-months.
- BLS must not expire during the TTP Program.
- A minimum score of 11/18 on OHSU Nurse Interview Evaluation Tool.
- Successful completion of the TTP program necessitates attendance during all learning activities.
  - External Candidates: Vacation, paid or unpaid leave requests up to 8-weeks from the start date are not permitted. All other vacation, paid or unpaid leave requests are subject to compliance with the Collective Bargaining Agreement between ONA and OHSU.
  - Internal Nurse Candidates: All vacation, paid or unpaid leave requests are subject to compliance with the Collective Bargaining Agreement between ONA and OHSU. Pre-scheduled vacations or leave plans must be disclosed prior to consideration for hire to determine the start date.

**Department Specific Preferences (competencies, certifications, student placements, quality matching, etc.):**

Template Last Updated: Sept 2019   By: B. Bonnice
RN ROLE DESCRIPTION ADDENDUM:
DEPARTMENT SPECIFIC REQUIREMENTS

- National certification in the specialty area is desired.
- Certified Medical-Surgical Nurse (CMSN) certification.
- Experience in a high-level acuity medical facility.

Individualized Orientation:

- Residency Program for New Graduate Nurses entering the profession: 6-8 weeks.
- Specialty Fellowship Program for Experienced Nurses transitioning to a new specialty-population: 3-8 weeks.
- Residency Program and Specialty Fellowship Program Schedule:
  - Group-based, self-directed, and preceptorship shifts are integrated weekly for up to 40 hours per week.
    - Group-based sessions: Monday-Friday 0800-1700 (8-hour shifts) or 1500-1900 (4-hour shifts).
    - Self-directed shifts: Monday-Sunday all-hours up to 8-hours a week.
    - Preceptorship shifts: Assigned based on preceptor team schedules during Monday-Sunday 0700-1930, 1900-0730, 0700-1530, 1500-2330, or 1900-0330. Transition to hired shift is based on unit readiness and the completion of group-based sessions.
- Fellowship for Experienced Nurses transitioning to a specialty-population that is related to their experience: 2-4 weeks. Program schedule is variable.
- Resource Nurses: Program schedule is variable.

SIGNATURES/APPROVALS
My signature denotes that the RN Clinical Role Position description and Department Specific Requirements is an accurate and correct statement of the essential functions, responsibilities, and requirements assigned to this position.

<table>
<thead>
<tr>
<th>EMPLOYEE NAME (PRINT):</th>
<th>MANAGER SUPERVISOR NAME (PRINT):</th>
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<tbody>
<tr>
<td>EMPLOYEE SIGNATURE:</td>
<td>MANAGER SUPERVISOR SIGNATURE:</td>
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<td>DATE:</td>
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