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, 4A Solid Organ Transplant, Urology and Plastics</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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<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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<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:

Transplant/Urology/Plastics (4A) is an acute care unit specializing in solid organ transplant (kidney, pancreas, and liver), complex plastic reconstruction surgeries, urology, and nephrology diagnoses and related surgeries. The patient population ranges from 18 years of age of the elderly. 4A nurses care for patients after kidney, pancreas and liver transplants and complex plastic reconstruction related surgeries. 4A nurses have specialty knowledge in the care of patients with urology and nephrology diagnoses and administration of continuous ambulatory peritoneal dialysis (CAPD). A multidisciplinary approach to patient care, collaborating with the entire health care team in daily charge nurse/physician/case management rounds, and weekly transplant team rounds. Education is a priority for all patient populations and their families to promote quality care. Through the use of demonstration and interactive teaching methods, 4A nurses are able to promote lifestyle/behavior changes and help ease the transition from hospital to home.
An active self-governance committee and representation on hospital wide committees contributes to a dynamic unit. 4A is actively involved in OHSU Performance Excellence System OPEX, an innovative lean performance improvement approach that increases the time nurses can spend with patients while improving patient outcomes. Application of lean tools and methods engages and empowers staff to challenge the status quo and lead change in their work environment and practice.

Patient Populations:

- Solid organ transplant: pre and post-transplant care, immunosuppression, GVHD
- Plastic reconstruction: drain and wound care, pain management
- Urology and Nephrology: administration of continuous ambulatory peritoneal dialysis (CAPD)

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.
- Continuous ambulatory peritoneal dialysis competency
- Permacath flushing for accessing and de-accessing dialysis catheters
- Unit specific transplant competencies
- 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.):

- National certification in the specialty area is desired.
- 1 year of medical/surgical nursing experience.
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.

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