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, Neonatal Intensive Care Unit</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>
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<tbody>
<tr>
<td>FTE 0.9, Full Time, Nightshift (1900-0730)</td>
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<thead>
<tr>
<th>EMPLOYEE NAME</th>
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<tr>
<th>MISSION GROUP</th>
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<tr>
<td>Clinical Enterprise</td>
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<tr>
<th>MANAGER/DIRECTOR &amp; TITLE</th>
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<tr>
<td>Transition to Practice (TTP) Residency &amp; Specialty Fellowship Program for the Neonatal &amp; Pediatric Critical Care</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.
- Current NRP certification by the start date (for external applicant only).

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:

The Neonatal Intensive Care Unit (NICU) at OHSU’s Doernbecher Children’s Hospital is a premier provider of comprehensive and leading-edge neonatal care. Our team consists of highly engaged interdisciplinary members demonstrating excellence in family-centered care and committed to continuing education, evidenced-based practice and compassion for the populations we serve.

Doernbecher NICU is a 46 bed level IV regional referral center providing care for a patient population of critically ill, convalescing and growing premature and term newborns. Admissions come from our own high-risk perinatal department, as well as regional transports from outlying hospitals when specialized care is needed by OHSU’s team of neonatologists, perinatologists, neonatal nurses, advanced practice nurses, and surgical, cardiac, or other referral specialties.
Treatment Modalities and Patient Populations

- High-risk neonatal resuscitation and care
- Premature and extremely premature neonatal care
- Hemodialysis (provided by dialysis services)
- Peritoneal dialysis
- High frequency and conventional ventilation and airway management
- Bubble CPAP (Continuous Positive Airway Pressure)
- Pre and post-operative surgical care
  - Including but not limited to Cardiac, GI, and Neurological
- ROP laser eye surgery (provided by Casey Eye Institute)
- Therapeutic hypothermia/active cooling
- Palliative Care
- Fetal Program

Department Specific Working Conditions:

- Required to provide continuing care and monitoring of patients in locations outside of the NICU including, but not limited to MRI, CT, Cardiac Catheterization Laboratory, Ultrasound, Nuclear Medicine, and Interventional Radiology.

Department Specific Requirements:

- Completion of a practicum, immersion or capstone within the last 12-months.
- NRP and 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 18-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.
- Completion, compliance and adherence to all onboarding and annual competencies set forth by OHSU, Doernbecher and the NICU.
- Compliance and adherence to all OHSU Occupational Health requirements.
Department Specific Preferences
(competencies, certifications, student placements, quality matching, etc.):

- New Graduate Senior Practicum/Immersion in NICU
- Clinical experience in a level II, III, or IV NICU within the past year
- STABLE Certification
- Bilingual
- Specialty certification specific to Neonatal Nursing

Individualized Orientation:

- Residency Program for New Graduate Nurses entering the profession: 16-20 weeks.
- Specialty Fellowship Program for Experienced Nurses transitioning to a new specialty-population: 10-14 weeks.
- Residency Program and Specialty Fellowship Program Schedule:
  o 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 1300-1700 (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, 0700-1530, 1500-2330, 1900-0730, 2300-0730. 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: 4-6 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>
<th>Shelbe Sundeen</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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Template Last Updated:  Sept 2019    By:  B. Bonnice