



RN ROLE DESCRIPTION ADDENDUM: DEPARTMENT SPECIFIC REQUIREMENTS

Action Requested:	Dept Requirements: New____ Revised ____	Date completed:
Prepared by:		Contact:
Stakeholder Review: <input type="radio"/> Cluster Council		Approved: <input type="radio"/> ONOC

1. GENERAL POSITION INFORMATION:	
CLASSIFICATION/JOB TITLE <i>Registered Nurse, Pediatric Intensive Care Unit)</i>	CLASSIFICATION/JOB #
WORKING TITLE (IF OTHER THAN CLASS TITLE) <i>Clinical RN</i>	EMPLOYEE GROUP <i>ONA</i>
POSITION NUMBER	FTE <i>0.9, Full Time, Nightshift (1900-0730)</i>
EMPLOYEE NAME	DEPARTMENT NAME/ORG NUMBER
MISSION GROUP <i>Clinical Enterprise</i>	SUPERVISOR & TITLE
MANAGER/DIRECTOR & TITLE	PROGRAM <i>Transition to Practice (TTP) Residency & Specialty Fellowship Program for the Neonatal & Pediatric Critical Care</i>

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



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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 PALS certification awarded by the American Heart Association (AHA)

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: (May pull from staffing plan)

Unit Vision Statement:

We are the Doernbecher Pediatric Intensive Care Unit. We serve all critically ill and medically complex pediatric patients and their families in Oregon and the greater Pacific Northwest. Our evidence-based care is delivered with the highest level of safety, empathy, and compassion. We embrace the diversity of each of our patients, families, and team members, and collaborate with our dynamic multidisciplinary team and families to provide culturally-informed, individualized care. Our daily mission is to advocate for, and promote, the holistic health and well-being of the whole pediatric patient and their families. It is our privilege to share in the journey and create a positive, lasting impact on the lives of our patients and families.

The PICU is a regional referral center that operates 24/7 for care of critically ill and injured children. The PICU is a 20-bed unit specially equipped to provide care to critically ill or injured



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pediatric patients from birth to young adulthood, in a family-centered atmosphere. The PICU team cares for children across a vast spectrum of health issues including trauma, surgery, respiratory, cardiac, hematology/oncology and neurologic disorders.

Advanced Treatments/Modalities:

- Extracorporeal Membrane Oxygenation (ECMO): this service is provided in collaboration with pediatric perfusion services. Staff that provide these interventions (ECMO specialists) are selected, educated and competency validated by Pediatric Perfusion.
- CRRT-continuous renal replacement therapy
- Hemodialysis (provided by dialysis services)
- Peritoneal dialysis
- High Frequency ventilation
- Operative procedures in the unit for patients too unstable to move to the OR, recovery of postoperative cardiac, neurosurgical, general surgery patients who are hemodynamically unstable or who continue to require post-operative ventilator assistance

Department Specific Working Conditions:

- May be required to provide continuing care and monitoring of patients in locations outside of PICU including MRI, CT, Nuclear Med, Ultrasound, and Radiology.

Department Specific Requirements:

- Completion of a practicum, immersion or capstone within the last 12-months.
- BLS and PALS 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 eighteen-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.
- Annual Department specific education requirements include:
 - 4 hours of Trauma Education
 - Annual pediatric competencies and education
- Annual occupational health compliance requirements
- Annual Point-of-Care Competencies: Capillary Blood Glucose, Urine Ketone Testing
- MRI Safety Competency



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

- Pediatric CCRN certification through the American Association of Critical Care Nurses (AACN)
- Minimum of 1 year of Adult ICU experience or 2 years of Pediatric Acute Care experience within the past 2 years.
- Experience in a high-level acuity medical facility.

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:
 - 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 or 1900-0730. 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.

EMPLOYEE NAME (PRINT):		MANAGER SUPERVISOR NAME (PRINT):	
EMPLOYEE SIGNATURE:		MANAGER SUPERVISOR SIGNATURE:	
DATE:		DATE:	