



## RN Clinical Director

### J o b   D e s c r i p t i o n

### JOB INFORMATION

Job Profile Name:	RN Clinical Director
Job Code:	1001044

### JOB SUMMARY

The RN Clinical Director works under the direction of the assigned leadership to develop and implement the strategic, financial, clinical, and operational goals of the designated department. Oversees and ensures effective operations, activities, programming, and services of the department. In collaboration with the designated medical leadership, ensures the effective coordination of the delivery of clinical care. Develops and maintains policies and procedures to support the highest quality of patient care. Ensures compliance with relevant accreditation and regulatory requirements and pursues the organization's quality goals.

### JOB DESCRIPTION DISCLAIMER

The above job summary is intended to describe the general nature and level of the work being performed by people assigned to this work. This is not an exhaustive list of all duties and responsibilities. LCMC Health reserves the right to amend and change responsibilities to meet organizational needs, as necessary.

### GENERAL DUTIES

#### Essential Functions

##### Service:

Initiates and monitors processes to assure the highest quality of patient care. Plans, develops, and supervises operations of rehabilitation nursing in all programs for a 24-hour operation; works with staff, other managers, administrative supervisors, and Administration. Develops, implements, and revises policies and procedures in accordance with federal and state guidelines, as well as department specific accreditation standards. Establishes and achieves goals utilizing a participative approach; assures implementation and evaluation of these goals. Promotes excellence in customer service relations by acting as a liaison and effectively interacting with physicians, staff, patients, and families.

##### Quality:

Ensures compliance with all regulatory and accreditation standards i.e., TJC, CMS, DHH and department specific accreditation standards; leads the charge for staying "survey ready" ensuring all rehabilitation units operate in conformance with State, CMS, TJC, and department specific accreditation standards. Ensures comprehensive nursing plans of care are completed and that quality of documentation accurately reflects nursing services provided throughout patient's length of stay. Serves as champion for Journey of Excellence and ensures staff understanding and participation. Implements a remediation plan with employees that demonstrate a deficiency in documentation. Contributes to quality patient care through membership and active participation in the hospital Infection Prevention Committee, as well as receiving information and implementing solutions in response to Infection Control rounds. Participates in all hospital nursing department meetings, as requested and appropriate. Promotes a safe environment ensuring units are well-equipped and safe; appropriately involves Facilities and Hospital Security, as needed. Complies with all hospital and division policies, procedures, and programs; sets an example for staff.

##### People:

Ensures sufficient qualified staff to meet patients' needs, participating in admissions decisions regarding patient acceptance and placement, as well as ensuring appropriate staffing levels. Screens and interviews prospective job candidates; works with Human Resources to complete the hire. Ensures a thorough level of orientation, to include detailed instruction regarding development of patient care plans, documentation of such, monitoring, documenting progress and updating as needed; and utilizing electronic documentation system or back up paper system, as indicated. Ensures provision of in-services and continuing education for nursing personnel. Ensures completion of employee introductory and annual evaluations and competencies. Develops nursing schedules and daily staffing and adjusts staff accordingly based on census; effectively manages adequate nursing staffing levels to ensure census may be maintained at budgeted levels. Participates with staff in the development and implementation of nursing standards of practice/care for designated programs.

**Finance:**

Assists with implementing a strategic plan to accurately forecast expenses in the preparation of annual operational (including personnel) and capital budgets. Monitors, evaluates, and controls appropriate utilization of budgeted FTEs and operational expenses in assigned nursing areas.

**Growth:**

Participates in activities to identify strategies for growth and program development.

**JOB SPECIFICATIONS****Experience Qualifications**

Degree	Field of Study	Entity	Required	Notes
2 years	management or supervisory experience in healthcare.			

**Licenses and Certifications**

Certifications	Issuer	Licensure Specialty	Entity	Required
Valid license or temporary permit to practice professional nursing in Louisiana.				
American Heart Association, BLS-HCP.				

**Knowledge, Skills, and Abilities**

KSA	Proficiency
<ul style="list-style-type: none"> <li>Knowledge of CMS Conditions of Participation.</li> <li>Standards of practice for nursing.</li> <li>State nursing code.</li> </ul>	
<ul style="list-style-type: none"> <li>Effective management techniques.</li> <li>Meet deadlines.</li> <li>Operational and capital budgetary procedures.</li> <li>Computer literacy. Intervene and delegate work fairly.</li> <li>Provide guidance and discipline.</li> <li>Screen and interview prospective employees effectively through hiring practice.</li> </ul>	

**Reporting Relationships**

Does this position formally supervise employees?	Yes
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**Population Served****Population Served Job Standards**

Patient Contact	Population Served
No	Neonate/Infant up to 1 year
No	Youth (1yr to 15 yrs.)
Yes	Adult (16 and up)

**PHYSICAL DEMANDS/WORKING CONDITIONS**

Category:	Light
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	Label	Short Description	Full Description
<input type="checkbox"/>	Sedentary	Very light physical requirements	Sedentary Work- Exerting up to 10 pounds of force occasionally (occasionally means activity or conditions exist up to 1/3 of the workday), and/or, a negligible amount of force frequently (frequently means activity or condition exists from 1/3 to 2/3 of the workday) to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time but may involve walking or standing for brief periods of time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
X	Light	Light physical requirements	Light Work - Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly (Constantly: activity or condition exists 2/3 or more of the time) to move objects. Physical demand requirements are in excess of those for Sedentary Work. Even though the weight lifted may be only a negligible amount, a job should be rated Light Work: (1) when it requires walking or standing to a significant degree; or (2) when it requires sitting most of the time but entails pushing and/or pulling of arm or leg controls; and/or (3) when the job requires working at a production rate pace entailing the constant pushing and/or pulling of materials even though the weight of those materials is negligible. NOTE: The constant stress and strain of maintaining a production rate pace, especially in an industrial setting, can be and is physically demanding of a worker even though the amount of force exerted is negligible.
<input type="checkbox"/>	Medium	Medium physical requirements	Medium Work - Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Light Work.
<input type="checkbox"/>	Heavy	Heavy physical requirements	Heavy Work - Exerting 50 to 100 pounds of force occasionally, and/or 25 to 50 pounds of force frequently, and/or 10 to 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Medium Work.
<input type="checkbox"/>	Very Heavy	Very heavy physical requirements	Very Heavy Work- Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects. Physical demand requirements are in excess of those for Heavy Work

Activity Level Throughout Workday				
Physical Activity	Occasional (0-35% of day)	Frequent (36-66% of day)	Continuous (67-100% of day)	N/A
Sitting		X		
Standing	X			
Walking	X			
Climbing (e.g., stairs or ladders)	X			
Lifting Floor to waist level: 0-10lbs	X			
Lifting Floor to waist level: 10-20lbs	X			
Lifting Floor to waist level: 20-50lbs	X			
Lifting Floor to waist level: 50-100lbs	X			
Lifting Floor to waist level: 100+lbs	X			
Lifting Waist level and above: 0-10lbs	X			
Lifting Waist level and above: 10-20lbs	X			
Lifting Waist level and above: 20-50lbs	X			
Lifting Waist level and above: 50-100lbs	X			
Lifting Waist level and above: 100+lbs	X			
Carrying objects	X			
Push/pull	X			
Twisting	X			
Bending	X			
Reaching forward	X			
Reaching overhead	X			

Squat/kneel/crawl	X			
Wrist position deviation	X			
Pinching/fine motor activities	X			
Keyboard use/repetitive motion			X	
Taste or smell				X
Talk or hear			X	

## SENSORY REQUIREMENTS

	Accurate 20/40	Very Accurate 20/20	N/A
Near Vision	X		
Far Vision	X		

### Sensory Requirements

	Yes		No		N/A	
Color Discrimination	X					
	Minimal	Moderate		Accurate		N/A
Depth Perception		X				
Hearing				X		

## ENVIRONMENT REQUIREMENTS

	Reasonably Anticipated	Not Anticipated	
Bloodborne pathogens	X		
Chemical	X		
Airborne communicable diseases	X		
Extreme temperatures		X	
Radiation		X	
Uneven surfaces or elevations		X	
Extreme noise levels		X	
Dust/particular matter	X		
Other (List)		X	

