

Job Description

Job Title: Clinical Nurse Specialist	Exempt Non-Exempt
Reports To:	Supervisory Responsibility: Yes No
	Approval Date:
	Date Last Revised:
I. General Summary/Description	
<p>The Clinical Nurse Specialist (CNS) is a licensed registered nurse that has graduate preparation (master's or doctorate) in nursing as a clinical nurse specialist. CNSs are one of four categories of APRNs as identified by the APRN Consensus Model, National Council of State Boards of Nursing (NCSBN), State Boards of Nursing, American Nurses Association (ANA) and International Council of Nurses (ICN). The role of a CNS provides leadership and clinical expertise within the National Association of Clinical Nurse Specialists (NACNS) spheres of impact by utilizing unique and advanced level competencies. The CNS provides expert comprehensive nursing care directly to patients, supports and develops registered nurses at the point of care and serves as a leader in redesigning systems to improve access, quality, and safety in a cost-effective manner. The CNS improves patient care by putting the best evidence and innovations into practice while solving challenging patient care issues and monitoring patient outcomes for clinical effectiveness (www.nacns.org)</p>	
II. Key Accountabilities (Based on 3 Spheres of Impact)	
<p>Direct Patient Care</p> <ul style="list-style-type: none"> • Conducts comprehensive wellness and illness assessments including development of a differential diagnosis • Provides interventions to prevent or treat illness including identification and treatment of symptoms, functional problems, risk behaviors, • Uses advanced communication skills to address complex situations and conversations. • Intervenes to educate, guide and coach the patient, family, and caregiver(s) to establish a patient centered plan of care and navigate complex healthcare systems. • Leads discovery of innovations in patient care. 	
<p>Nursing/Nursing Practice</p> <ul style="list-style-type: none"> • Utilizes evidence-based practices to guide nursing practice and support patients and their families. • Develops population profiles and conducts clinical inquiries to determine the need to change practice. • Utilizes advanced clinical knowledge and communication skills through role modeling, consultation, and education with nurses and healthcare providers to support nursing practice and improve patient outcomes. • Creates and develops evidence-based policies, procedures, protocols, and best practice models/guidelines using advanced clinical and specialty knowledge. • Assists nurses and the interprofessional team to evaluate and change practice standards and ensure nursing practice is evidence-based. 	
<p>Organization/Systems</p> <ul style="list-style-type: none"> • Leads systematic quality improvement and safety initiatives based on gap assessments and data analysis. • Drives translation of best evidence into practice and facilitates integration of multiple programs and disciplines across the healthcare system to ensure positive patient outcomes. • Collects and analyzes data while utilizing collaborative systems thinking to achieve quality, cost-effective patient care and outcomes. • Advocates for the improvement of health care through participation in professional, private, and governmental agencies. • Creates healthy communities and works to enhance a culture of health beyond the healthcare system. 	

- Utilizes expert leadership skills to influence policymakers and advocate for equitable healthcare.
- Participates as members and leaders in state/national and specialty nursing/healthcare organizations including NACNS.

III. Practice Setting Expectations

APRN Practice Component

- APRN practice will be defined as outlined by specific State Boards of Nursing
- The Clinical Nurse Specialist role allows for autonomy to assess, diagnose, and initiate orders for treatment and therapy to include prescriptive authority for pharmacologic and non-pharmacologic therapies.
(www.nacns.org)

See corresponding resource sheet for more details.

IV. Job Requirements / Qualifications

Education/Certification/Licensure Requirements

- Graduation from an accredited Clinical Nurse Specialist program
- Master's Degree; (*Doctoral Degree [DNP or PhD] preferred*)
- Board certification in area of specialty or population foci
 - As required by State Boards of Nursing, the applicant has met all requirements to practice as a Clinical Nurse Specialist.
- Current, unrestricted (*State*) licensure as a registered nurse
- Current unrestricted (*State*) licensure as an advanced practice registered nurse as required by State Boards of Nursing.

Experience (required and preferred):

Reference:

National Association of Clinical Nurse Specialists. (n.d.). *Statement on Clinical Nurse Specialist*

Practice and Education. www.nacns.org. Retrieved January 21, 2022.