

Iowa Department of Administrative Services – Human Resources Enterprise
Job Classification Description

Nurse Clinician

Definition

Provides advanced professional nursing as a staff clinician and educator in a health care facility by providing registered nursing direct care with an assigned clinician specialty function at the Iowa Veteran's Home; as a charge nurse for an entire non-health care-oriented agency; or as a public health clinician in a nursing specialty using clinical expertise in public health program areas and providing technical assistance to client-centered agencies; performs related work as required.

The work examples and competencies listed below are for illustrative purposes only and not intended to be the primary basis for position classification decisions.

Work Examples

Provides, directs, and evaluates nursing care of clients in compliance with professional standards of quality care; provides leadership to promote research and use of current research findings in nursing practice; provides consultation and resources to staff to develop, implement, and evaluate nursing care.

Coordinates and participates in planning, development, and implementation of projects, services, and data systems relating to public health; promotes and provides consultative and educational services to community health care agencies and department staff statewide.

Provides individual, group, and family health teaching and supportive counseling.

Prescribes and manages or consults with staff about 24-hour care of client caseloads from admission through discharge; identifies and assesses delivery problems affecting optimum client care including environmental factors or new nursing problems; designs, implements, and evaluates corrective action plans.

Provides clinical expertise and technical assistance to community client-centered agencies in a nursing specialty; assesses accessibility and continuity of health care in communities.

Designs monitoring and evaluation programs to ensure quality educational resources; recommends educational and client care resources for departmental budget; assesses educational needs of staff using continuous quality improvement findings.

Plans, conducts, evaluates, and revises curriculums for orientation, in-service training, workshops, and affiliate student programs; facilitates and integrates educational opportunities through joint endeavors with community resources; monitors compliance with educational standards.

Participates in continuing education to maintain credentials and increase expertise and knowledge in professional clinical nursing and education.

Competencies Required

Knowledge:

- Medicine and Dentistry – Information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.
- Customer and Personal Service – Principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Education and Training – Principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- English Language – The structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- Psychology – Human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

Abilities:

- Oral Comprehension – Listen to and understand information and ideas presented through spoken words and sentences.
- Oral Expression – Communicate information and ideas in speaking so others will understand.
- Problem Sensitivity – Tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- Deductive Reasoning – Apply general rules to specific problems to produce answers that make sense.
- Inductive Reasoning – Combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).

Skills:

- Active Listening – Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Social Perceptiveness – Being aware of others' reactions and understanding why they react as they do.
- Critical Thinking – Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Active Learning – Understanding the implications of new information for both current and future problem-solving and decision-making.
- Service Orientation – Actively looking for ways to help people.
- Speaking – Talking to others to convey information effectively.
- Coordination – Adjusting actions in relation to others' actions.

Minimum Qualification Requirements

Applicants must meet at least one of the following minimum requirements to qualify for positions in this job classification:

- 1) Graduation from an accredited four-year college or university with a bachelor's degree in nursing and experience equal to one year of full-time professional clinical work in a correctional environment or in any combination of nursing specialty areas including epidemiology, geriatrics, maternal and child health, nursing education, pediatrics, public health, mental health or psychiatrics, or intellectual disability.
- 2) All of the following (a and b):
 - a. One year of full-time professional clinical work experience in either a correctional environment or in any combination of nursing specialty areas including epidemiology, geriatrics, maternal and child health, nursing education, pediatrics, public health, mental health or psychiatrics, or intellectual disability; and
 - b. A total of four years of education and/or full-time experience (as described in number one), where thirty semester hours of accredited college or university course work in nursing equals one year of full-time experience.
- 3) Current, continuous experience in the state executive branch at the Iowa Veterans Home that includes experience equal to five years of full-time work as a Registered Nurse. The Iowa Veterans Home's service/duty requirements are not applicable to other institutions or agencies for qualification purposes.

Notes

All positions in this class require licensure as a Registered Nurse in the State of Iowa by the Iowa Board of Nursing, or licensure as a Registered Nurse in accordance with the Nurse Licensure Compact Administrator's Agreement of the National Council of State Boards of Nursing.

More information about the Nurse Licensure Compact Administrators agreement of the National Council of State Boards of Nursing is available at [Nurse Licensure Compact](#).

Effective date: 06/19 SA