

**DESCRIPTION:** Under limited supervision, researches, develops and presents a wide variety of clinical care training programs and assesses the competency of a variety of clinical and direct care staff at a health care facility. Programs involve interface of multiple clinical care programs and situations, critical thinking, complex technology, high degree of potential risk and direct correlation to facility accreditation. Programs require the expertise in conducting research, formulating and developing material into a training module or modifying existing training programs, utilizing adult training principles and presentation of courses to a variety of students. Incumbents coordinate with facility management to identify clinical issues to be addressed through training, clinical care staff competency and assessment of training course effectiveness. Incumbents may also assist facility management to develop local treatment protocols, chair and/or participate on clinical committees, conduct clinical data reviews and other clinical functions.

**DISTINGUISHING CHARACTERISTICS:** (A position is assigned to this class based on the scope and level of work performed as outlined below.) This class is distinguished from the Clinical Nurse Trainer Supervisor class by the absence of supervising other Clinical Nurse Trainer staff.

**EXAMPLES OF WORK:** (A position may not be assigned all of the duties listed, nor do the listed examples include all of the duties that may be assigned.)

Develops and conducts a facility competency program to orient employee to facility clinical care programs/practices/ procedures, identify core competencies and assess clinical competency. Program must satisfy agency, state and federal guidelines, as well as accreditation and licensure standards.

Develop and conduct facility training/competency programs relative to a variety of clinical tasks, procedures, and/or medical equipment.

Assess needs, research, develop, coordinate and/or deliver employee orientation and adult educational programs to clinical staff. Programs relate to a high degree of potential patient risk, i.e. Injury/ death/ liability/ cost associated with clinical care skills not being trained correctly.

Develop and modify course curriculums based on implementation of new or changes in existing patient care delivery, state/federal regulations, accreditation/licensing standards or clinical scope of practice or protocol.

Conduct formal program assessments to a) determine effectiveness of presented learning opportunities to develop and implement changes to course curriculum, delivery, material, etc. and b) based on review of clinical data or sentinel events the need to develop new or revise existing clinical care training programs.

Collect, review and analyze clinical care performance improvement data to identify performance gaps. Consult with Director of Nursing or other clinical staff to identify factors and appropriate strategies to resolve performance gap. If training is an appropriate intervention, develop an appropriate training plan.

Participate on standing clinical committees to develop facility clinical policies, procedures, review and assess clinical care practice such as infection control and recommend appropriate actions.

Assist Director of Nursing in monitoring and revising Nursing Service policies and procedures.

**KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:** (These are needed at entry level to perform the work assigned.)

Knowledge of: adult training and development, principles and practices of employee development programs, curriculum development, program management and training evaluation techniques; clinical policies and practices and equipment relative to facility clinical programs.

Ability to: research, develop and present learning opportunity programs, evaluate effectiveness of training courses, effectively present training courses and communicate ideas or principles.

**MINIMUM QUALIFICATIONS:** (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

A current license to practice as a Registered Nurse in Nebraska or authority based on the Nurse Licensure Compact to practice as a registered nurse in Nebraska and education or experience in planning, developing, conduction and evaluating training or adult development courses and training adult learners.

**SPECIAL NOTES:**

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).

Continuing Education is a requirement to maintain licensure as a Licensed Registered Nurse.