JOB DESCRIPTION

JOB SUMMARY
Provides clinical expertise to patients and their families, is a resource for health care providers, and participates in research and teaching programs. Work is performed with general independence and decision-making responsibility in accordance with palliative care clinical guidelines and scope of practice, and the patient’s attending physician. Guidelines include general policy procedures and practice guidelines established by the department and Northwest Hospital, as well as appropriate professional and technical manuals.

The palliative care ARNP serves as a member of the UW Medicine Inpatient Palliative and Supportive Care Service based at NWH. He/she provides inpatient Palliative Care consultation to medical teams, patients and families, as well as nursing, social services, and spiritual care staff. Participates in the assessment, planning, implementation and evaluation of palliative and primary care interventions (primary care interventions are applicable to the outpatient setting).

Responsible for providing palliative care clinical instruction to physicians, nurses, social workers, chaplains, and others as requested. Participates in daily clinical rounds, providing patient specific education as it relates to palliative care. Also responsible for developing, coordinating and/or teaching weekly physician palliative care and death rounds. Serves as a clinical faculty for medical students in the chronic care clerkship, resident physicians completing a rotation on the palliative care consult service, and for graduate nursing students. Participates in medical center wide curriculum and policy development related to palliative care.

PRIMARY JOB RESPONSIBILITIES (ESSENTIAL FUNCTIONS)
1. Nursing Process—Providing and Documenting Care, includes but is not limited to:
   - Collects, records, and analyzes assessment data such as patient health data, diagnoses, responses and problems, vital signs, imaging and lab results, etc.
• Monitors and evaluates the patient’s responses, documents interventions, evaluates, and revises the plan of care as necessary.
• Provides safe, therapeutic, cost-effective patient care.
  o Provides direct patient care to an assigned group of patients.
  o Demonstrates effective judgment, critical thinking, time management and work prioritization skills when providing care.
  o Administers medications, procedures, and treatments.

2. **Collaboration and Communication, includes but is not limited to:**
• Consults, coordinates, and collaborates effectively with patient, family members, and other members of the health care team.
• Effectively communicates with other staff members, management, and physician to assure continuous service to patients and timely resolution of issues.
• Supports patient satisfaction and customer service initiatives.
• Compiles and distributes educational material to patients.

3. **Professional Growth & Development, includes but is not limited to:**
• Seeks to continually increase skills, knowledge in nursing practice, and meets required CME’s.
• Attends meetings and educational activities and shares knowledge with others.
• Works on committees; participates in continuing education programs.
• Maintains compliance with all mandatory requirements (for example, timely completion of CBT, TB, license renewal, required training, etc.).

**QUALIFICATIONS/SPECIAL CHARACTERISTICS/REQUIREMENTS**

**Education Background**
Graduate of an accredited school of nursing with a Masters in Nursing as either a CNS or ARNP with a minimum of 250 supervised clinical hours in palliative care required (graduates of non-palliative care programs must demonstrate completion of 500 supervised postmaster’s clinical hours in palliative care). Doctorate preferred.

**Licensure, Registration, Certification**
• A current Registered Nurse (RN) License for the State of Washington is required.
• A current Advanced Registered Nurse Practitioner (ARNP) license for the State of Washington is required.
• Board certification as an advanced practice hospice and palliative care nurse by a national recognized certifying agency strongly preferred.

**Work Experience**
Minimum of two years of professional nursing experience in palliative or hospice care strongly preferred.
Minimum of two years of experience in an academic setting providing didactic or clinical instruction required.
**Special Training/Skills**
Able to demonstrate the knowledge and skills necessary to provide care appropriate to the age of the patients served on the assigned unit/department or clinic. Effective interpersonal skills, leadership skills, and clinical expertise in the care of patients with a life-limiting illness.

**Physical Abilities**
- Must be able to sit and/or stand for extended periods of time.
- Must be able to move freely throughout the clinic and hospital.

**Physical Demand Level: Medium**

*In an 8-hour workday, must be able to-*
- Lift / Carry
  - 20 to 50 pounds occasionally
  - 10 to 25 pounds frequently
  - up to 10 pounds constantly

*As required, must be able to-*
- Sit, Stand, Walk, Bend, Squat, Kneel, Crawl, Climb and Reach above shoulders
- Push and Pull
- Perform fine motor functions
- Must possess functional vision, hearing, and speech in order to communicate effectively with clients, client advocates, and staff.

**NOTES**
1. The job description is representative of work performed by this position and is not intended to be all inclusive. Employees may be expected to perform other duties that are related, similar, or a logical extension, as assigned.
2. All employees are expected to meet organizational expectations. See Attachment A--Organizational Competencies.
3. Some positions also have “skill and competency checklists”, available from the manager, which define tasks and performance levels in more detail.

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