



# Example of Clinical Nurse Leader Job Description

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Our innovative and growing company is searching for experienced candidates for the position of clinical nurse leader. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

## Responsibilities for clinical nurse leader

- Coordinate with the Nurse Manager to elevate the clinical expertise and practice of the unit nursing staff by evaluating the clinical practice and critical thinking skills of the nursing staff modeling best practices
- Provide formal and informal education, mentor staff and serve as the clinical point of contact for interdisciplinary team members
- Utilize evidenced-based practice to achieve improved patient outcomes in the microsystem of an acute care unit
- Maintain bedside nursing skills by assisting in complex procedures, admissions/discharges/transfers, and/or staffing when needed based on patient care needs
- Leadership & Management. Assume responsibility for overseeing nursing and non-nursing personnel on a unit
- Patient Care. Perform initial and ongoing assessment of patient
- General Management. Perform daily leader rounding and assure team members are regularly rounding on all patients
- Works with unit, service and facility groups to improve delivery of care, including the Veteran and Veteran's family perception of care delivery
- Participates in the coordination of care, focused on patient transition through the continuum of care, patient and family education, patient self-management after discharge, and supporting factors that impact customer satisfaction
- Applies the nursing process and care management principles within a collaborative, interdisciplinary practice setting, which will then enable

management of acute and chronic illnesses, and attainment of appropriate lengths of stay and the effective level of care

### **Qualifications for clinical nurse leader**

- 3+ years of acute care Registered Nurse experience in PICU is required, NICU experience preferred
- One degree must be in Nursing.\*Exceptions to the educational requirement will be evaluated on an individual basis
- MSN with board certification as a Clinical Nurse Leader
- 3-5 years inpatient clinical practice
- 1 to 3 years of CNL experience
- Bachelor's degree in nursing preferred Must have a Bachelors degree in nursing within five (5) years of hire and At least one year of patient care experience required