

## COMPASSCARE STAFF NURSE ROLE DESCRIPTION

- I. **Position Requirements.** Commitment to the mission and core values of CompassCare
  - A. Character
    1. Christ-centered
    2. Graciously courageous (willing to engage conflict while maintaining a positive demeanor)
  - B. Chemistry
    1. Committed to CompassCare's Mission
    2. Good fit with CompassCare Core Values (Fighting Spirit, Relevance, Accountability)
    3. Loyal to CompassCare and willing to make a long-term commitment
  - C. Competence
    1. Current NYS nursing license
    2. Associate's Degree, BSN or more
    3. Current CPR certification
- II. **Communication.** Demonstrate compassionate and effective communication skills in all patient and staff interactions.
  - A. Quickly establish an environment of trust and safety in patient engagements; empathetic.
  - B. Effectively navigate difficult conversations with patients or significant support people who may be present with them.
  - C. Professional communication skills with outside agencies on behalf of the patient and the organization.
  - D. Maintain frequent communication with other Staff Nurses, Nurse Team Leader and Medical Services Manager.
- III. **Patient Services.** Perform patient care with excellence; adhere to workplace policies, procedures and standards of practice.
  - A. Perform patient service process steps as outlined by the written patient process and patient service software.
  - B. Maintain accurate documentation.
  - C. Educate patients regarding relevant community support services.
  - D. Clinical practice according to the orders of the Medical Director:
    1. Urine Pregnancy testing
    2. STD education and specimen acquisition
      - a. Urine specimen collection & processing



Enhancing Trust

# COMPASSCARE

ERASING THE NEED FOR ABORTION

- b. Vaginal swab, slide preparation, microscopic assessment
    - c. Venous blood specimen collection & processing
  3. Education and treatment for positive STDs; medication and referral to outside health care agencies.
  4. Limited Obstetric Ultrasound
    - a. Understand basics of obstetric ultrasonography
    - b. Perform limited abdominal and transvaginal ultrasounds
    - c. Carefully communicate concerns to the patient with any unusual ultrasound exam, referring patient to an OB-GYN for follow up.
- IV. **Professional Development.** Collaborate with the medical services team to yield positive patient outcomes and continuous improvement.
  - A. Humbly pursue personal continuous improvement through peer observation, accountability and regular connections with the nursing team leader and medical services manager.
  - B. Review metric reports, discussing implications and potential areas of improvement.
  - C. Attend monthly medical team meetings to discuss projects, metrics, tactical items and strategic plans.
  - D. Complete regular training activities relative to early pregnancy determination and STD testing and treatment, to ensure relevance and continuous improvement within the department.
  - E. Cross train with all nurses on specific team administrative tasks, including:
    1. STD result postings
    2. Medical services purchases
    3. Tour presentations
- V. **Inter-Department Functions.** Assist with overlap in other departments.
  - A. Attend and actively participate in Advancement Department activities if requested by the President or Advancement Manager, including the Walk for Life, Vision Tours and other donor events.
  - B. Participate in patient and donor marketing activities if requested by the President or Marketing Manager.
- VI. **Direct Supervisor:** Kathy Mauer, VP Patient Services
  - A. Perform any other duties as directed by the supervisor.



Enhancing Trust