

Neonatal Clinical Nurse Specialist Job Description

Duties and Responsibilities:

- Deliver and facilitate high quality neonatal nursing care
- Improve patient outcomes by developing, implementing, and improving standards of practice
- Consult and collaborate with other professionals on specific patients with complex needs across the continuum of care
- Attend daily rounds to support complex patient care
- Present nursing rounds on complex patient situations
- Mentor clinical RNs to be present at nursing rounds
- Conduct independent assessment of patients and their current treatment plans
- Collaborate on plan of care with physicians, nursing leadership, and clinical staff
- Organize and lead clinical activities/projects of nurses
- Create and/or improve patient treatment programs (such as ECMO, CRRT, VAD)
- Assist clinical RNs with understanding and implementing complex patient care strategies
- Leader/mentor – improve standards of practice and raise professional awareness through relationships with individuals and groups
- Educator – collaborate on design, implementation, and evaluation of staff education
- Advocate- improve patient outcomes by advocating for individuals as well as populations within sphere of influence and area of expertise
- Consultant – serve as consultant to all disciplines and departments, area of expertise, and patient population
- Researcher – promote, as well as embed evidence- based practice into nursing care
- Sponsor and implement bedside nursing research. Support clinical nurses in translating research into practice

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- Present research and best practices at local, regional, and national conferences
- Publish research findings as well as successes in improving standards of practice
- Participate on relevant committees and task forces as a clinical expert.

Neonatal Clinical Nurse Specialist Requirements – Skills, Knowledge, and Abilities

- Knowledge: They must possess knowledge of caring for the neonatal population group and acting as a resource to enhance the knowledge base of the Intermediate NICU's Nursing Staff
- They must also possess some basic knowledge of the development and physical needs of the pediatric population group and knowledge of adult learning theories and group dynamics. It is also important they have solid knowledge of current nursing techniques, principles, and practices of neonatal intensive care nursing
- Education: Minimum of Bachelor of Nursing Degree is required but an MSN degree is preferred
- License: Current RN license
- Certification: Certification by the State Board of Registered Nurses as a Clinical Nurse Specialist; current certification in Neonatal Nursing Care from a nationally accredited organization (NCCO); NRP- Neonatal Resuscitation Provider required; current BLS-HCP, ACLS, certification
- Experience: Clinical experience in Neonatal Nursing Care, at least one of which shall have been in a facility with a Neonatal Intensive Care Unit (NICU). Experience as a Neonatal Clinical Nurse Specialist (CNS) is preferred
- Advanced judgment skills – The work of a CNS is intellectual in nature and the need to consistently exercise a high degree of discretion and independent judgment is required to analyze, deduce, and make inferences from facts and circumstances that differ from case to case
- Leadership skills: They require this skill to be able to influence the nursing staff and improve practice standards

- Coaching skills: This skill is important for educating and counseling parents/caregivers as well as the nursing staff
- Collaborative skills – Must be able to work collaboratively with the Clinical Manager & Director of the NICU to enhance the knowledge base of the nurses
- Computer skills: They require a strong knowledge of Microsoft office Applications that will aid them on the job
- Communication skills: They require effective writing and oral communication skills to function as educators, counselors, and consultants.