

Position Description

Position Title:	RN – Breast Health Specialist	Incumbent:	
Date:		Department:	Nursing
Unit/Section:	Center for Breast Care	<input type="checkbox"/> Exempt	<input checked="" type="checkbox"/> Non-Exempt
Reports To (Title):	Clinical Manager	Reports To (Name):	
Employee Signature:		Approved By:	
<i>Office Use Only:</i>			
Job Code:		EEO Code:	
Job Grade:		Position Number:	

Basic Function: (Provide a brief explanation of the purpose of the position.)

Functions as an agent of the patient while providing the full scope of nursing care. Analyzes information, monitors patients, and takes action to facilitate wellness and healing. Delegates and supervises assistive personnel. Meets the expectations of a professional employee. Role is professional, specialized, and connected to an episode of nursing care.

Major Responsibilities (List job responsibilities in order of priority, i.e., list in order of greatest impact on the organization.)

1. Patient Information Analysis:
 - Collaborates with patient/family and prioritize patient needs, problems and goals; intervenes or refers.
 - Evaluates, compares and interprets ambiguous and changing patient data.
 - Explores patients understanding and knowledge of current health status
2. Patient observation and monitoring:
 - Applies nursing judgment to determine level of care assigned or delegated
 - Uses knowledge of complex physiology to monitor, detect, and anticipate early and subtle health status changes.
 - Monitors, trends and records patient response to disease, illness, treatment
3. Nursing Action:
 - Accountable for individualized plan of care and its delivery
 - Applies specialized expertise in Hematology Oncology, Radiation Oncology, Surgery and Breast diagnosis and treatment to solve problems, generate ideas, plan care, teach and create new services.
 - Assigns Standards of Care

- Uses scientific background, knowledge of change theory, ability to work with an interdisciplinary Team and psychosocial skills to coordinate effective and efficient care for the patient.
 - Collaborates with patients about plan of care.
 - Guides development of multiple health care partnerships to achieve a positive health effect.
 - Maintains purposeful therapeutic presence with patients based on nursing judgment
 - Provides care based on patient complexity and nursing judgment to include CBE.
 - Uses patients' perspective to support informed decision-making.
4. Promotes patient wellness and facilitates healing
- Anticipates future needs and educates or refers to valid sources of information.
 - Understands the patients unique perspective and assures right education, right time, right environment for learning.
 - Evaluates outcome of learning
 - > Participates in community-based initiatives.
5. Delegation and supervision of assistive personnel
- Delegates care based on situation while assuming accountability for patient outcome.
 - Fosters teamwork and respect.
 - Assures effective use of staffing resources.
 - Supports Assistive personnel: Serves as a resource and holds assistive personnel accountable to complete delegated tasks.
6. Professional expectations:
- Ascribes to the ANA Code of Ethics for professional nursing practice.
 - Commits to culturally congruent care
 - Commits to continuous learning
 - Participates in education of nursing colleagues and students
 - Commits to evidence-based practice and the conduct of nursing research.
 - Commits to mission, vision & values of organization and to the profession of nursing.
7. Patient agent responsibilities:
- Creates an environment that assures patient safety.
 - Promotes healing by creating an environment that conserves patient energy.
 - Instills confidence in the patient's own ability to regain/optimize their own health.
 - Partners with patient to help them integrate health status changes into their life.

Scope of the Job (Define the job as it relates to the larger scheme of the organization.)

Budget Authority/Responsibility: NA

Capital and/or Project Operating Budget: \$

Annual Salary Budget: \$

Total number of employees this position oversees: NA

Number of Direct Reports:

Title(s) of Direct Reports:

Number of Indirect Reports:

Title(s) of Indirect Reports:

Principal Interfaces

Internal: Support staff, allied health professionals, physicians

External: Patients, families, significant others, health care organization, community agencies

Age Specific Population Served (check all that apply):

Neonatal Pediatric Adolescent Adult Geriatric NA
Unit/department specific

OSHA Category:

Category I Category II Category III
Unit/department specific

Position Qualifications

Education/Learning Experience

Required: AD, BSN/BAN, Diploma in Nursing

Desired: BSN/BAN

Work Experience

Required: Previous experience in nursing

Desired: Previous experience in oncology or surgical nursing

Skills/Knowledge

Required: Core professional nursing knowledge and skills; ability to apply knowledge; anticipate, think and respond quickly; therapeutic presence; caring, psychosocial skills; team performance, communication, coordination, delegation, supervision, continuous learning and teaching.

Desired:

Licenses/Certifications

Required: Wisconsin RN license or permit. (Some units/positions will individualize to WI, MN, and IA license. CPR certification required [plus individualized]).

Desired: (Individualized certification) Certification as Breast Health Specialist within 2 years of employment. Certification in Breast Examination within 2 years of employment.

Physical Requirements/Demands of the Position

Position involves extensive standing, walking, reaching. Frequent sitting, grasping, manipulation of equipment. Occasional kneeling, crouching, squatting, twisting, climbing. Frequent patient positioning, involves patient transfers with use of slippery boards and transfer belts. Specific physical requirements may differ based on patient care unit. Involves understanding written and oral instruction, reading and understanding written material (e.g. medical record), basic math skills. Ability to conceptualize, think abstractly and continuously learn.