

## Nurse Practitioner

**DESCRIPTION OF WORK:** Positions in this class provide patient care, including performing assessment, determining diagnosis, developing treatment plans, prescribing medication, engaging in research activities, and providing training and education for a wide variety of medical conditions under the supervision of a physician. Patient care is provided in a variety of clinical settings, including hospitals, outpatient medical offices, health departments, universities, correctional facilities, etc. Nurse Practitioners may practice general medicine or specialize in a specific area of patient care.

### **EXAMPLES OF COMPETENCIES:**

#### **CONTRIBUTING:**

**Knowledge-Technical:** Basic knowledge of patient care practices (assessment, diagnosis, treatment, and medication.)

**Critical Thinking:** Ability to independently implement the nursing process (assess, plan, implement, and evaluate) to meet patient needs and diagnose and determine the most appropriate course of medical treatment.

**Client/Customer Service:** Ability to demonstrate a professional and caring approach. Ability to demonstrate patience in dealing with patients and their families. Ability to coordinate referrals to specialists.

**Consulting/Advising:** Ability to provide patients and their families with information on disease processes, treatment, and self-care. Ability to advise healthcare personnel on patient care.

**Coaching/Mentoring:** Ability to provide patients and their families with education on disease processes, treatment, and self-care. Ability to instruct healthcare personnel on patient care.

**Communication:** Ability to communicate medical information to patients and their families at all levels of understanding. Ability to use interview techniques that assist the patient in describing his/her symptoms and assist in discerning the situation, using a systems approach.

#### **JOURNEY**

**Knowledge-Technical:** Working knowledge of patient care practices in one or more medical specialties requiring additional education and/or experience including, but not limited to, adult care, gerontology, neonatology, oncology, pediatrics, psychiatry, or women's health.

**Critical Thinking:** Ability to base judgments on facts and reasoning. Ability to be open-minded, organized and systematic, and inquisitive. Ability to be reflective and self-monitoring. Ability to be creative. Ability to demonstrate discernment of patient complaints.

**Client/Customer Service:** Ability to work as a team player with multi-disciplinary healthcare personnel.

**Consulting/Advising:** Ability to effectively advise healthcare personnel through orientation and on-the-job training.

**Coaching/Mentoring:** Ability to effectively educate healthcare personnel through orientation and on-the-job training. Ability to precept healthcare personnel on patient care and daily routines.

**Communication:** Ability to communicate information to patients, families and staff in a concise and descriptive manner, verbally, in writing, or by demonstration. Ability to document subjective and objective data, action taken, and plan of care.

#### **ADVANCED**

**Knowledge-Technical:** Full knowledge of patient care practices in one or more medical specialties or knowledge of working with special patient populations that have more complex needs.

**Critical Thinking:** Ability to manage complex dilemmas. Ability to anticipate, recognize and respond to potentially problematic situations.

**Client/Customer Service:** Ability to anticipate the needs of patients and their families. Ability to coordinate referrals to specialists.

**Consulting/Advising:** Ability to answer questions from healthcare personnel on disease processes, diagnosis, and treatment.

**Coaching/Mentoring:** Ability to provide instruction to healthcare personnel on disease processes, diagnosis, and treatment.

**Communication:** Knowledge of advanced communication techniques. Skill in observing behavior and mannerisms. Ability to actively listen.

**MINIMUM TRAINING AND EXPERIENCE:** Licensed as a Registered Nurse by the North Carolina Board of Nursing, completion of a Nurse Practitioner program approved by the North Carolina Joint Subcommittee of the Board of Nursing and Board of Medical Examiners, and "approved to practice medical acts" by the Joint Subcommittee.

Special Note: This is a generalized representation of positions in this class and is not intended to reflect essential functions per ADA. Examples of competencies are typical of the majority of positions, but may not be applicable to all positions.