

UW HEALTH JOB DESCRIPTION

Perfusionist - Senior

Job Code: 540020	FLSA Status: Exempt	Mgt. Approval: S. Niles	Date: February 2020
Department: Surg/OR – Operating Room - Perfusion		HR Approval: J. Olson	Date: February 2020

JOB SUMMARY

The Senior Perfusionist is a front-line Perfusion leader with excellent leadership, communication, and interpersonal skills. The Senior Perfusionist motivates and provides leadership for Perfusionists, Perfusion Assistants, and ECMO staff while working in collaboration with the interprofessional team. The Senior Perfusionist provides mentorship to others to grow professionally and advance their knowledge and skills. He/she continuously assesses unit needs by ensuring adequate resources for current and upcoming cases in collaboration with other departments (clinical and non-clinical). The Senior Perfusionist carries out service line initiatives and objectives to ensure optimum patient care, efficient operations, quality service, and sound financial utilization and considers factors related to safety, cost, effectiveness, efficiency, timeliness, and team member knowledge and skill in planning and delivering care. The Senior Perfusionist possesses expert clinical knowledge, which is applied systematically and continuously to monitor patient data and improve quality patient outcomes. The Senior Perfusionist demonstrates emotional intelligence and transformational leadership skills.

The Senior Perfusionist communicates with the Perfusion Manager and interprofessional team to establish goals and strategies and analyze and resolve problems that fall outside the domain of the staff Perfusionist. He/she collaborates with other departments and care providers and facilitates the work of the team to ensure the Perfusionists work to the extent of their license.

The Senior Perfusionist incorporates research findings in his/her practice and maintains expert clinical knowledge through advanced certification(s) and membership in professional organization(s) and organizational committee(s). The Senior Perfusionist maintains knowledge of evidenced-based practice and facilitates the professional development of Perfusion staff and students, serving as a role model and clinical resource for other personnel and interprofessional team members.

MAJOR RESPONSIBILITIES

Professional Clinical Practice

- Leads Perfusionists, Perfusion Assistants, and ECMO, working in collaboration with the interprofessional team in the planning, delivery, and evaluation of patient care.
- Facilitates and participates in daily interprofessional rounds, demonstrating effective communication, conflict resolution, teambuilding, and leadership skills.
- Participates in updating and upholding standards of practice. Teaches, applies, and implements professional guidelines for practice, such as the AmSECT Practice Guidelines – Code of Ethics and State Board of Perfusion.
- Monitors the following area of Perfusion services in conjunction with the Perfusion Manager: Adult Perfusion, Pediatric Perfusion, ECMO, ACT/POC, VAD/Liver Bypass, Departmental Scheduling, UW Equipment Management, Education/Research, Documentation/Health Link, Ancillary/IABP/AngioVac/HIPEC, Intraoperative Performance Management, Autotransfusion, UW Cath Lab/Hybrid/TAVR/LLE, and Policy/Procedure/Guidelines.
- Promotes, facilitates, and educates team members on new practice changes, regulatory requirements, and organizational practice changes in a timely manner.

Quality of Care/Research

- Manages patient throughput to deliver safe and effective patient-centered care.
- Assigns and delegates patient care tasks, as appropriate, considering staff members' level of experience, competency, and knowledge.
- Participates in interprofessional rounds, ensures compliance with the organizational initiatives, and identifies opportunities for improvement.
- Reports significant events such as near misses, adverse events, patient/family complaints, and situations that affect the safe and timely delivery of patient-centered care.
- Ensures that an endorsed handoff communication occurs any time there is a change in caregivers.
- Assists in monitoring staff performance, behaviors, and competencies.
- Understands and monitors quality metrics to reinforce adherence of all infection control and patient safety precautions.
- Collects and uses data to assess outcomes and collaborates with the health care team to implement strategies to improve care.
- Understands and holds self and others accountable to all quality and satisfaction metrics to improve the patient experience.
- Acts as a clinical leader/consultant supporting clinical research.

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Management of Resources

- Utilizes material resources and technology to increase efficiencies and control costs.
- Ensures appropriate staffing levels to maintain fiscal responsibility and to meet patient care needs.

Service to Others

- Assists other team members by providing direct patient care as needed.
- Rounds to ensure needs are met and identifies opportunities for improvement.
- Participates in patient safety huddles.
- Creates a vision aligned with organizational strategic goals to motivate and guide others.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Bachelor's degree and graduate of Perfusion program
	Preferred	Master's degree in related field
Work Experience	Minimum	<ul style="list-style-type: none"> • Three (3) years of post-training clinical experience providing CPB for adult cardiac surgical procedures including coronary artery bypass grafting (CABG), valve replacements, and aortic aneurysm repairs • Experience in providing CPB for cardiac transplantation, ventricular assist device implantation, and congenital pediatric procedures
	Preferred	Five (5) years of post-training clinical experience providing CPB for adult cardiac surgical procedures including coronary artery bypass grafting (CABG), valve replacements, and aortic aneurysm repairs
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Certified Clinical Perfusionist (CCP) as recognized by the American Board of Cardiovascular Perfusion (ABCP) • State of Wisconsin Licensure as a Perfusionist or ability to obtain within six (6) months of hire date • CPR certification or ability to obtain within three (3) months of hire
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Clinical knowledge of the process for providing CPB for adult cardiac surgical procedures including coronary artery bypass grafting (CABG), valve replacements, and aortic aneurysm repairs • Clinical knowledge of the process for providing CPB for ventricular assist device implantation and congenital pediatric procedures • Familiarity with techniques of IABP, intraoperative autotransfusion, and management of ECMO and LVAD/RVAD • Ability to provide identified technical skills to patients of all ages including neonate, pediatric, adolescent, adult, and geriatric • Physical requirements include the ability to work long hours remaining alert and attentive to the duties at hand • Ability to effectively teach Perfusionists, families, and nursing staff • Demonstrated ability to provide constructive feedback and resolve conflicts • Ability to prioritize workload • Ability to deliver culturally congruent care and apply the concepts of patient and family centered care • Demonstrates an understanding of regulatory requirements and professional practice guidelines • Possesses a working knowledge of organizational policies and procedures • Exhibits competence in the performance of department specific skills to be a resource and mentor for others in the department • Demonstrates recent involvement in leadership activities

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AGE SPECIFIC COMPETENCY (Clinical jobs only)			
Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.			
Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,			
<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)
JOB FUNCTIONS			
Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.			
PHYSICAL REQUIREMENTS			
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>			
Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
<input type="checkbox"/> Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
<input type="checkbox"/> Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
<input checked="" type="checkbox"/> Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
<input type="checkbox"/> Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
<input type="checkbox"/> Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:			

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.