

UW HEALTH JOB DESCRIPTION

Neonatal Nurse Practitioner Intern

Job Code: 820030	FLSA Status: Non-Exempt	Mgt. Approval: P. Sanyal	Date: November 2020
Department: Pediatrics-Neonatology		HR Approval: J. Tokarski	Date: November 2020

JOB SUMMARY

The Nurse Practitioner Intern – Neonatology is a registered nurse who is active in a graduate program of study to become a board certified Neonatal Nurse Practitioner. This individual delivers care to neonates and their families in a learning environment, under the immediate and direct supervision of another nurse practitioner or physician. This individual, working collaboratively within a multidisciplinary health team, provides comprehensive care to both well and ill patients in the neonatal ICU setting. The Nurse Practitioner Intern - Neonatology demonstrates and participates in medical/nursing clinical knowledge, communication and interdisciplinary collaboration, professionalism and systems-based practice in caring for his/her patients and families. He/she works with administrative, nursing, physician, and university faculty to assure safe, effective, quality patient care and to promote UW Health's educational and research missions.

MAJOR RESPONSIBILITIES

*****All responsibilities noted below will be completed under the immediate and direct supervision of a board certified and privileged neonatal nurse practitioner and/or a physician.*****

Clinical Knowledge

1. Demonstrates knowledge of etiologies, risk factors, pathophysiology, presentation and epidemiology of medical conditions.
2. Performs history and physical assessments of patients that are accurate, complete, concise, relevant and appropriate for age, gender and clinical problem.
3. Assist with ordering appropriate diagnostic studies and interpreting the results.
4. Utilizes critical thinking to synthesize and analyze collected data.
5. Develops, implements, evaluates and alters the plan of care as needed.
6. Manages general medical and surgical conditions based on knowledge of the indications, contraindications, side effects, interactions and adverse reactions of pharmacologic agents and other relevant treatment modalities.
7. Counsels and educates patients and families.
8. Assists with and/or performs procedures pertinent to practice area.
9. Maintains accurate, complete, concise and timely documentation in the electronic medical record.

Patient Care

1. Provides care that is patient and family centered, compassionate, appropriate and effective for the promotion of health, prevention of illness and treatment of disease throughout the lifespan.
2. Facilitates consistent, coordinated care and clear communication among all members of the healthcare team.
3. Incorporates the patient and family in care planning and treatment across settings.
4. Serves as an advocate for patients and families in navigating the health care system.

Practice Based Learning and Clinical Improvement

1. Demonstrates insight into own strengths, limitations and knowledge deficits.
2. Demonstrates initiative to meet identified learning needs using multiple resources.
3. Actively participates in self-evaluation by seeking and utilizing guidance and constructive feedback in a professional manner.
4. Continuously seeks opportunities for clinical advancement and knowledge and skill attainment.

Communication and Interdisciplinary Collaboration

1. Communicates and collaborates effectively with physicians, other health professionals and health related agencies.
2. Works effectively with multidisciplinary team members.
3. Promotes mutual respect and trust working within a team model.
4. Communicates effectively with patients and families, incorporating gender, age, culture, race, religion, disabilities and sexual orientation.

Professionalism

1. Follows ethical principles regarding patient confidentiality, informed consent and unanticipated adverse outcomes.
2. Demonstrates the highest level of accountability for professional practice.
3. Maintains effectiveness where circumstances and priorities are changing. Is flexible, resilient and change oriented.
4. Welcomes and participates in opportunities to advance the mission of UW Health through service, scholarship, science and social responsibility.
5. Participates in organizational and departmental meetings, educational opportunities, committees and workgroups as necessary.

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Systems Based Practice

1. Considers cost effectiveness and risk/benefit analysis when making decisions about patient care.
2. Uses evidenced-based medicine to systematically analyze and improve patient care practices.
3. Participates in quality initiative/performance activities.
4. Participates in development, evaluates and implements standards of care within area of specialization (policies, protocols, etc).

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

JOB REQUIREMENTS

Education	Minimum	Enrollment in a Master of Science in Nursing or a Doctor of Nursing Practice graduate program with a focus on neonatology. Must be in the last semester of the graduate program.
	Preferred	
Work Experience	Minimum	Two (2) years of nursing experience in a Neonatal Intensive Care Unit (NICU)
	Preferred	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> Active RN license in State of WI CPR certification and advanced life support certifications relevant to practice (NRP)
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Ability to exercise independent judgment to develop, implement, and monitor nursing care practices to ensure quality care and cost-effective service Exceptional analytical skills to resolve complex patient care problems, administrative matters, and research issues Excellent verbal and written communication skills Strong interpersonal skills; ability to work effectively as part of a team in a collaborative environment Professional demeanor Ability to prioritize tasks effectively

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,

X	Infants (Birth – 11 months)		Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)		Young Adult (20 – 40 years)
	Preschool (4 – 5 years)		Middle Adult (41 – 65 years)
	School Age (6 – 12 years)		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. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, 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	Up to 10#	Negligible	Negligible

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	sedentary if walking and standing are required only occasionally and other sedentary criteria are met.			
	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
X	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#
	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#
	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.