

UW HEALTH JOB DESCRIPTION

Advanced Practitioner– Organ and Tissue Donation

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| Job Code: 850018 | FLSA Status: Exempt | Mgt. Approval: R.Fish | Date: 10.2023 |
| Department: Organ Procurement/5305 | | HR Approval: | Date: |

JOB SUMMARY

The Advanced Practitioner – Organ and Tissue Donation is an advanced practitioner with demonstrated leadership skills and clinical excellence. The individual functions as a healthcare provider who, working collaboratively with the various teams at UW OTD, is responsible for providing comprehensive care to potential organ donors within UW OTD's DSA with the goal of maximizing organ utilization. They demonstrate a high degree of clinical expertise in working with patients with acute and chronic illnesses commonly encountered in the brain dead and neurologically injured population. The advanced practice position demonstrates an advanced level of medical/nursing clinical knowledge, communication and interdisciplinary collaboration, professionalism, and systems-based practice. They work with administrative, nursing, physician, and university faculty to assure safe, effective quality patient care and to promote UW OTD's strategic goals.

The advanced practitioner will provide care within their scope of practice as outlined by applicable state law, licensing, regulations, institutional policy, and practice agreements.

Under the direction of the Manager, Clinical and Donor Family Services, the individual will lead the development, implementation, and evaluation of donor organ utilization to ensure donors are managed to optimize organ viability and function and maximize gifts to save more lives while monitoring regulatory metrics, such as, Observed / Expected ratios and organs transplanted per donor. The individual will utilize evidence-based practice implementation experience and work collaboratively with transplant centers and OPOs nationally to improve the donor management processes. The individual may identify, manage, lead, collaborate or participate in donor management research projects within the department and collaboratively with transplant centers.

The individual will develop and maintain essential relationships with medical and administrative leaders at transplant centers and focus on improving the donation and transplantation of organs within UW OTDs DSA to improve the number and quality of organs.

The Advanced Practitioner will lead and participate in policy development, quality improvement initiatives, and training of donor management strategies while maintaining regulatory compliance and monitoring outcome measures.

The individual works collaboratively with the Executive Director, Medical Director, department managers and others to provide advanced clinical practice expertise, implement evidence-based practices, oversee and improve clinical donation practices, and function as an administrator on-call.

MAJOR RESPONSIBILITIES

Advanced Practice Clinical Knowledge: Knowledge and skills as an Advanced Practice Provider caring for the deceased organ donor population. Engages and proactively reviews referral and donor activity by providing clinical guidance to members of the OTD, nursing staff at donor service area hospitals, and other stakeholders.

- Clinical Knowledge:** Demonstrates knowledge of etiologies, risk factors, pathophysiology, presentation and epidemiology of medical conditions within the organ donor population. 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.
- Donor Management & Evaluation:** Provides on-site and remote assistance with organ donor evaluation, management, and placement to maximize the donation. Performs assessments of patients that are accurate, concise, relevant and appropriate for age, gender, and each clinical situation.
- Assessment & Planning:** Provides recommendations and support for the appropriate evaluation and diagnostic studies of cardiothoracic and abdominal organs. Develops, implements, evaluates, and alters the plan of care as needed for individual and comprehensive organ donor management.
- Clinical Skills:** Demonstrates and maintains clinical proficiency in the procedural skills and diagnostic evaluation pertinent to practice area. Maintains competence and performance excellence in the knowledge of organ procurement coordinator workflows to support team capacity and staff engagement.
- Advanced Clinical Representation:** Represents UW OTD as a clinical lead for the entire organ donation process. Acts as a liaison between UW OTD staff, transplant physicians, and intensivists at DSA hospitals with the goal of

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maximizing the gift of donation. Facilitates timely debriefs and provides support to hospital development team in after action reviews and hospital follow-up action plans.

Quality Improvement for Organ Utilization: how we identify potential evidence-based practice projects, collaborate with transplant physicians, intensivists, and hospital partners, and improve our organizational processes and increase organ donors and organ yield. Overall, advances UW OTD strategic priorities using quality improvement tools.

1. **Clinical Liaison:** Leads, collaborates, and develops management strategies to improve organ utilization. This is done through evidence-based practice development, applying best practice and relationship building with specialty surgeons (e.g., abdominal or cardiothoracic) from local and national transplant centers.
2. **Comprehensive Donor Management Protocols:** Leads teams in quality improvement initiatives (e.g. Donor Management Steering Committee) and works to review each organ donor and key metrics, including the observed/expected ratios to ensure success for each donation opportunity.
3. **Innovative Donor Management Research:** identifies, manages, leads, collaborates or participates in organ donor research to innovate and establish new ways to improve donation opportunities.
4. **Evidence-Based Practice Implementation:** Applies graduate education knowledge and skills to develop, coordinate and support clinical projects with data analysts to meet and advance the strategic goals of the OTD, specifically, to ensure implementation of evidence-based practices and optimize utilization and outcomes.
5. **Quality Improvement and Assurance:** Coordinates, participates, leads and engages OTD staff in clinical, quality-driven process improvement to ensure evidence-based practices are implemented. Uses data-driven evidence to impact change and improvement. Collaborates with the clinical leadership team and leaders of the Transplant Service Line (including medical and administrative leaders) to provide knowledge and training support. Continuously seeks opportunities for the integration of evidence-based practice clinical advancement and organizational advancement of knowledge and skill and supports and develops clinical competency assessments.
6. **Advanced Practice Outreach:** Collaborates with leadership and OTD staff to recognize opportunities for outreach and education, advancing the UW OTD mission and clinical outcomes (e.g. O/E, consent).

Leadership and Administrative support: Act in a leadership capacity to provide clinical support specifically to the advancement of organ donor management and organ utilization.

1. **Operations Administrator:** Acts as an administrator and/or medical on call and provides clinical and operational support to all UW OTD staff.
2. **Leadership Representation:** Represents UW OTD at regional and national meetings and works to influence policy to improve organ donation and transplantation throughout the State of Wisconsin.
3. **Community and Partners:** Collaborates with UW Health intensivists, DSA hospital staff, and transplant physicians to maximize the donation and improve clinical processes and donor management.

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

JOB REQUIREMENTS

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| Education | Minimum | If Nurse Practitioner or Clinical Nurse Specialist Master's or Doctorate's degree from Nursing Program If Physician Assistant: Bachelor's or Master's degree from PA Program |
| | Preferred | |
| Work Experience | Minimum | Two (2) years critical care or ICU experience, Transplant Service or OPO Coordination experience. |
| | Preferred | Five (5) years Transplant Service or OPO Coordination experience. |
| Licenses & Certifications | Minimum | If Nurse Practitioner or Clinical Nurse Specialist <ul style="list-style-type: none"> • Active RN and APNP license in State of Wisconsin AND • Active board certification as a NP or CNS in Adult/Gerontology, Adult/Gerontology Acute Care, Adult/Gerontology Primary Care or Family If Physician Assistant: <ul style="list-style-type: none"> • Active PA license in State of Wisconsin AND • Active PA board certification |

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| | | All Nurse Practitioner, Clinical Nurse Specialists, and Physician Assistant applicants must have: <ul style="list-style-type: none"> CPR certification and advanced life support certifications as relevant to practice area (ACLS, PALS, NRP) | |
| | Preferred | | |
| Required Skills, Knowledge, and Abilities | <div> Clinical Skills <ul style="list-style-type: none"> Extensive knowledge of physical assessment, differential diagnosis, pathophysiology, pharmacology, and management of acute and chronic patient/family health problems (Neonate to Geriatric). Ability to collaborate with critical care teams and organ/transplantation professionals. Ability to respond and adapt to an ever-changing, complex environment. Strong innovator with the ability to improve new and current processes. </div> <div> Leadership/Administrative Skills <ul style="list-style-type: none"> Excellent communication, clinical, and problem-solving skills. Ability to implement change in a positive, sensitive, and forward-thinking manner. Ability to independently produce high quality work and manage multiple projects in a timely manner with demonstrated outcomes. Strong analytical ability in order to develop and analyze problems and recommend solutions. Self-starter with willingness to try new ideas and inspire confidence in the key stakeholders affected by change. Ability to work collaboratively with others and promote teamwork. </div> <div> Advanced Clinical Knowledge Skills <ul style="list-style-type: none"> Knowledge and experience with evidence-based practice implementation Strong organizational and project management skills. Strong interpersonal skills to include the ability to facilitate, mentor, negotiate, and resolve conflicts and build teams. Effective communication skills both written and verbal presentation to educate others in a style that fosters trust, credibility and understanding. </div> <div> General Skills <ul style="list-style-type: none"> Strong computer skills (including computer programs such as Word, Excel, Outlook, PowerPoint and Access). Knowledge of literature search databases to implement evidence. Good mental and physical health to deal with highly emotional and stressful situations under a moment's notice. Ability to keep calm under pressure and influence the team to stay focused on strategic goals and improving clinical outcomes Ability to be on-call and reachable for extended periods of time (Potentially, 24 hours per day) </div> | | |
| 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, | | | |
| | Infants (Birth – 11 months) | | Adolescent (13 – 19 years) |
| | Toddlers (1 – 3 years) | X | Young Adult (20 – 40 years) |
| | Preschool (4 – 5 years) | X | Middle Adult (41 – 65 years) |
| | School Age (6 – 12 years) | X | 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. | | | |
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| PHYSICAL REQUIREMENTS | | | | |
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| 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 |
| | 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 |
| | 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.