POSITION TITLE: CLINICAL COMPETENCY COORDINATOR (FULL-TIME)

POSITION SUMMARY

The Clinical Competency Coordinator creates a culture of excellence and learning among staff, through role modeling, quality education, competency assessment and team-building activities. Evaluation of patient care is determined by assessing competency of clinical staff on an ongoing basis, evaluating care provided to patients by bedside observation of quantity and quality of clinical services, assessing staff's demonstration of proper procedures and attitudes and reviewing medical records and documentation.

ESSENTIAL JOB FUNCTIONS

- Demonstrates excellent Clinical assessment skills and ability to teach these skills to facility's partners utilizing the principles of Adult Learning.
- Maintains personal clinical competency through continuous use of Pruitt University and any other sources needed to maintain and improve skills, including training required by Organization.
- Coordinates clinical competency assessment and training needs of clinical staff, based on ongoing evaluation, patient needs and acuity.
- Provides relevant and creative education for clinical staff on a variety of topics, focusing on development of Clinical Skills, Critical thinking, and Interpersonal skills of Partners.
- Participates in the interview and selection process of clinical staff.
- Completes initial competency assessment of Clinical staff during orientation process, annually and as needed.
- Identifies and trains Clinical staff who will serve as preceptors for new partners, using train-the-trainer approach. Oversees Preceptor program and meets with Preceptor team on a regular basis.
- Conducts competency assessments to determine partner-learning needs based on patient conditions and acuity.
- Meets regularly with DHS to review learning needs, coordinate training and to implement plans for education and follow-up.
- Communicates regularly with Unit Managers regarding new partner orientation and competency status and ongoing educational needs of unit staff.
- Reviews with DHS outcomes of Case Mix and clinical meetings, in order to identify clinical learning needs for Partners.
- Participates in Performance Improvement activities.
- Keeps DHS informed on daily activities and compliance issues of staff; presents and discusses possible solutions to identified issues.
- Serves as Pruitt University system administrator for facility, providing training for Partners and promoting ongoing use of this education tool among all Partners. Maintains documentation of all partner education in accordance with regulations, policies and procedures.
- Responds to change in a positive and productive manner. Plans and implements additional projects as assigned by DHS or facility Administrator.

JOB QUALIFICATIONS

Licensure/Certification/Education Requirements:

- Current, active license as a Registered Nurse in the (State) Georgia.
- CPR (BLS) certification a must; CPR Instructor desirable.
- Certification by Nationally Accredited Nursing Organization highly desirable (i.e. Gerontologica Nursing, CRNI, Certified Nurse Educator).
- Within six months of hire successful completion of organizational training programs: IV Certification, UniEase, UniShield, UniRES, and CCC Certification. Within 12 months, obtain American Heart Association CPR Instructor certification.

Other Training, Skills, and Experience Requirements:

- Recent acute care or LTC experience. Experience in providing patient, family and/or staff education strongly encouraged. Knowledge and use of Adult Learning Principles. Work history should document volunteer or paid teaching experiences including competency assessment of skills. Experience in implementing and maintaining *policy-driven practices* is highly desirable; history of working with State/Federal regulations a plus. Computer skills including Microsoft Word required, Excel and Power Point preferred.

HOW TO APPLY

Applicants may download application from website, print, and complete.
Submit applications via:

- Scan and email: HRintern@christian-city.org
- Fax: (770) 510-2447
- Send by mail: 7300 Lester Road, Union City, GA 30291
- Hand Deliver: Main Reception Area