

Management Positions

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| Top Executive, Nursing | Plans, organizes, and directs operations of the nursing division only. Develops and implements nursing policies, standards, and models. Typically reports to the CEO or COO. |
| Top Executive, Patient Care | Plans, organizes, and directs a broad range of patient care operations including nursing and several other patient care departments such as rehabilitation, respiratory care, social services, pharmacy, EKG/EEG, etc. Develops and implements patient care policies, standards, and models. Reports to the CEO or COO. |
| 2nd Level Nursing Executive | Responsible for non-patient care functions such as case management, infection control, quality improvement. |
| Head of Bariatrics | Responsible for the overall direction of the bariatric unit. Directs all patient care services, including nursing, and ensures adequate staffing of nursing and ancillary services personnel for these areas. Establishes and implements policies and procedures in cooperation with department heads and administrative personnel. |
| Head of Clinical Quality Improvement | Develops and implements quality management programs in clinical areas. |
| Head of Utilization Review | Manages activities to control costs of cases. Identifies protocols for high-risk or high cost diagnoses. Develops guidelines for working with insurers to determine cost effectiveness of plans. |
| Head of Community Health | Supervises and coordinates community outreach activities designed to enhance service delivery to local or regional businesses. May provide for hospital's employee health services as well as those of local businesses. |
| Head of Geriatrics | Responsible for the overall direction of the geriatrics unit. Directs all patient care services, including nursing, and ensures adequate staffing of nursing and ancillary services personnel for these areas. Establishes and implements policies and procedures in cooperation with department heads and administrative personnel. |
| Head of Infection Control | Manages the investigation and monitoring of known or potential sources of suspected infections. Knows and educates others on standard methods and criteria for identifying nosocomial infections. Provides related education to staff and Infection Control Practitioners. Monitors and reviews sterilization and disinfection techniques and recommends changes as necessary. |
| Head of Clinical Informatics (RN) | Leads collection, analysis, and dissemination of data to enable Nursing staff to assess the environment and forecast trends. Leads research initiatives, and collaborates with researchers on department projects. RN required. |
| Head of School of Nursing | Manages operation and strategy of school of nursing, leads development of policies, staff, etc. |
| Head of Nursing Education (in-house) | Responsible for providing in-service nursing education and training programs. Identifies development and training needs and develops (or purchases) training programs to meet such needs for the hospital's nursing department. Monitors effectiveness of nursing education and training programs. Supervises nurse educators and trainers. Ensures conformance with current nursing practices and procedures. |
| Chief CRNA | Administers intravenous, spinal and other anesthetics to render persons insensible to pain during surgical procedures, deliveries and other medical procedures. |
| Head of Case Management | Manages activities to control costs of cases. Identifies protocols for high-risk or high cost diagnoses. Develops guidelines for working with insurers to determine cost effectiveness of plans. |
| Head of Home Health | Responsible for managing hospital's home health activities which may include personnel functions, quality assurance, reimbursement, business development, and coordination with hospital departments and medical staff. |
| Head of Occupational Health | Responsible for supervising and directing departmental staff. Develops and implements departmental policies and procedures, assigns patients to staff, and monitors patients' progress |
| Head of Respiratory Therapy(CRRN) | Supervises and coordinates the activities of respiratory therapy unit. |
| Nursing Director (Single or Multiple Departments) | Responsible for the overall direction of one or multiple nursing departments. Directs patient care services and ensures adequate staffing for the units or departments. Assists in establishing and implementing nursing policies, standards, and models. Reports to the Head of Nursing or Head of Patient Care. |
| Nurse Manager | Responsible for shift work of all nursing positions. May serve as senior-level hospital manager on nights and weekends. |

Staff Positions

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| House Supervisor | Assumes responsibility for supervision and administrative decision making for the care and coordination of nursing and patient care services during the evening, night, weekend, and holiday shifts. Assures that hospital policies and procedures are followed. |
| Shift Supervisor | Coordinates and supervises nursing and other organization personnel on the evening and night shifts. |
| Charge RN (Inpatient) | Assigned to supervise, orient, and coordinate the work of RNs, LPNs, and aides on a nursing service unit in the absence of the supervisor or manager. |
| Charge RN (Specialty) | Assigned to supervise, orient, and coordinate the work of RNs, LPNs, and aides on a specialty nursing unit in the absence of the supervisor or manager. |
| Nurse Practitioner - General | Provides general medical care and treatment to patients under direct supervision of physician. |
| Nurse Practitioner - Specialty | Provides specialized medical care and treatment to patients under direct supervision of physician. |
| Clinical Nurse Specialist | Works with patients with unresolved needs or complex nursing care problems which are in the clinician's area of specialty. Identifies specific patient problems and implements specialized care through teaching and consultation. |
| Physician Assistant | Provides healthcare services to patients under direct supervision and responsibility of a physician. |
| CRNA | Administers intravenous, spinal and other anesthetics to render persons insensible to pain during surgical procedures, deliveries and other medical procedures. |
| Discharge Planner | Provides appropriate and timely discharge planning from the hospital, arranges follow-up health care, assesses financial resources available for patients, and refers patients to appropriate community resources as needed. |
| Case Manager | Coordinates care for patients, facilitates discharge planning, and patient education. Establishes authorization for in-patient services. |
| Utilization Review | Reviews patient admissions for appropriateness, length of stay, certification, and use of ancillary services, and conducts medical care studies as directed. |
| Clinical Quality Improvement | Supports and administers clinical quality management programs. |
| Clinical Informatics Specialist | Leads collection, analysis, and dissemination of data to enable Nursing staff to assess the environment and forecast trends. Leads research initiatives, and collaborates with researchers on department projects. RN required. |
| Clinical Research RN | Manages nursing care of patients participating in research projects/medical trials. Complies with protocol guidelines, liaises with investigators, staff, sponsors and others. May require successful completion of Clinical Research Professional exam by ACRP or SOCRA. |
| Nursing Instructor | Plans, supervises, coordinates and evaluates continuing education programs for nursing personnel. Teaches orientation and provides for continuing nursing staff development. |
| Nursing In Service Training/Education | Provides orientation instruction and inservice training programs for patient care personnel. |
| Patient Educator | Assess, plan, implement, and evaluate the effectiveness, of the organizations health education programs for patients and community residents. Typically emphasizes women's health and child/adolescent issues. |
| Inpatient 1 | Level 1 nurse includes new graduates and RNs who have not been in active practice for several years. Has a cursory depth of knowledge and practices in a predictable and controlled patient care environment. |
| Inpatient 2 | Level 2 nurses practice at a fully competent level, planning, providing, and coordinating nursing care for a variety of patients. This level is equivalent to the traditional staff nurse benchmark. |
| Inpatient 3 | Level 3 nurses demonstrate advanced expertise as a staff nurse. Demonstrates expert clinical skills working with high acuity patients. Coordinating diverse and complex patient care activities. |
| Ambulatory | Provides nursing care to patients in the ambulatory care unit. |
| Clinic | Provides nursing care to patients in a clinic setting |
| Physician Practice | Provides nursing care to patients in a physician practice setting. |
| Emergency | Provides nursing care to patients in the emergency care unit. |
| Critical Care | Provides nursing care to patients in the critical care unit. |
| Surgery/OR | Provides nursing care to patients in the surgery unit. |
| Oncology | Provides nursing care to patients in the oncology unit. |
| Neurology | Provides nursing care to patients in the neurology unit. |
| Dialysis | Provides nursing care to patients in the dialysis unit. |

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| Transport | Supervises paramedics in the transport and care of critically ill or wounded patients at the scene and/or during the flight. Provides professional nursing services in the assessment, treatment and care of patients during flight. |
| First Assist RN | Assists surgeons during procedures; may tie up cuts. |
| Occupational Health | Provides nursing care to patients in the occupational health unit. |
| Infection Control | Coordinates, implements and monitors the infection control measures in the delivery of patient care services. |
| Wound Ostomy | Performs professional nursing care to patients in the wound ostomy unit, in coordination with the medical plan of care. HAY |
| Lactation Consultant | Specializes in consulting staff and patients on proper breast-feeding techniques. May perform home visits as well. |
| Nurse Midwife | Provides care to obstetrical patients, manages normal labor and delivery. Occasionally coordinates postpartum actions. Required: certification as a Certified Nurse Midwife. |
| Home Care | Provides nursing care to patients in the home care unit. |
| Hospice | Provides nursing care to patients in the hospice unit. |
| Long-Term Care | Provides nursing care to patients in the long-term care unit. |
| Cardiac | Provides nursing care to patients in the cardiac unit. |
| Community Health | Provides nursing care and education as part of community health/outreach program. |
| Hyberbaric | Provides nursing care to patients in the hyperbaric care unit. |
| Preceptor | Serves as a mentor to new nurses providing day-to-day guidance, typically requires at least one year of RN experience. |
| Graduate Nurse (pre license) | A staff nurse who has completed either an ADN, Nursing Diploma or BSN program, but who is awaiting registration. |
| LPN (Inpatient) | Administers routine services in caring for selected sub-acute, convalescent, and chronic patients, and assists RN in care of the more acutely ill. Passes Medication. |
| LPN (Outpatient) | Administers routine services in caring for patients in outpatient unit. Passes Medication. MSA |
| Certified Nurse Assistant | Assists nursing personnel in providing patient care in assigned areas. Certification as defined by Medicare required. |
| Nursing Assistant (Not Certified) | Assists nursing personnel in providing patient care in assigned areas. Does not possess certification. |
| Nurse Intern | Performs tasks as directed by a registered nurse. Currently enrolled in accredited RN program and in at least one clinical rotation. |