

United States Jobs Expertini®

Professional Staff Nurse, UPMC Harrisburg, Neurology ICU.

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Company: UPMC Life Changing Medicine

Location: Harrisburg

Category: healthcare-practitioners-and-technical

All shifts are available! Pay range starts at \$34.48/HR and is negotiable depending on experience

Purpose:

The UPMC Harrisburg Neuroscience ICU and Neuroscience IMCU Unit is located at the hub for central Pennsylvania's network and a four-time Magnet-designated hospital, is hiring nurses to provide advanced care for the Neurosurgical and Neurovascular patient population. This program exists within the Harrisburg Neuroscience Unit and will allow for nurses to specialize in the adult patient population with neurological diagnosis who require neurovascular intervention, neurosurgical intervention and pharmaco-medical management. Nurses are educated to care for these complex patients and work collaboratively with a highly specialized team of neuro-interventionalists, neuro-intensivists, and neurosurgeons. This unique care model provides a continuum of care for patients as their needs fluctuate during their hospitalization.

Responsibilities:

Actively participates in department or unit-specific quality improvement efforts. Identifies opportunity for quality improvement to colleagues and management. Takes personal responsibility in improving patient satisfaction with the quality of care and service. Utilizes research and evidence-based practice to support improvement in clinical care. Identifies research issues or articles related to clinical specialty or areas of interest, discusses opportunities for quality improvement at multidisciplinary rounds, and influences patients'

plans of care.

Applies the nursing process within the framework of Relationship Based Care to create a healing environment. Formulates daily goals and a plan of care for patients that involves the patient as partner and considers the individual needs of the patient in a holistic manner. Demonstrates critical thinking in the identification of clinical, social, safety, psychological and spiritual issues for the patient care within an episode of care.

Practices solid communication skills and is able to articulate and translate the patient's condition to other care providers and to negotiate and make recommendations for changes in patient care and unit practices. Patient documentation is comprehensive and promotes communication between caregivers. Incorporates national professional organization as well as business unit and health system's goals to improve patient safety, quality and satisfaction. Creates a caring and compassionate patient focused experience by building healing relationships with patients, families and colleagues.

Develops and maintains productive working relationships internally and externally by demonstrating accountability for actions, enthusiasm, motivation and commitment to patients and colleagues. Demonstrates an understanding of cultural differences and holds peers accountable for healthy relationships. Maintains a conscious balance between work and personal life. Models safe work hours, time management and healthy lifestyle. Communicates with peers and management any safety hazards identified in the workplace.

Demonstrates accountability for professional development that improves the quality of professional practice and the quality of patient care. Actively participates in unit-based shared governance, goal setting and supports the change and transition process to improve quality of care and the practice environment. Serves as a highly engaged and full partner on the care team and responds willingly to care team member needs for assistance and partnership. Participates in work that improves patient care and the professional practice environment. Adapts to change and demonstrates flexibility with the change process.

Demonstrates knowledge of adult learning principles (and/or teaching children if applicable) and applies in teaching of patients, families, students and new staff. Provides detailed and appropriate teaching to patients and families to effectively guide them through the episode of care as well as transition to another level of care and/or home. Supports the

development of students, new staff and colleagues, may serve as a preceptor. Creates an environment of open dialogue, inquiry and continuous development by asking for feedback and improving practice.

The individual must be able to demonstrate the knowledge and skills necessary to provide care and/or interact appropriately to the ages of the patients served by his/her assigned unit as specified below.

They must also demonstrate knowledge of the principles of growth and development over the life span and possess the ability to assess data reflective of the patient's status and interpret the appropriate information needed to identify each patient's requirements relative to his/her age-specific needs and to provide the care needs as described in the department policy and procedures.

1 year of Neuro-ICU experience.

Ability to establish and maintain positive, caring relationships with executives, managers, physicians, non-physician providers, ancillary and support staff, other departments, and patients/families.

Ability to work productively and effectively within a complex environment, handle multiple/changing priorities and specialized equipment.

Good clinical judgment with critical thinking, analytical and problem-solving abilities required as related to various aspects of patient care.

Critical thinking skills necessary to exercise and to lead others in application of the nursing process.

Mobility and visual manual dexterity.

Physical stamina for frequent walking, standing, lifting and positioning of patients.

***UPMC offers a variety of flexible options in addition to traditional rotating/flexible shifts, special programs exist to work primarily night shifts or weekend shifts with a premium pay differential. Employees hired as or who choose to transition into one of these programs at a later time must have at least 6 months of nursing experience to qualify and may be required to complete any necessary orientation during regular business hours. If you are interested in these

programs, please alert your recruiter when you are contacted for an interview.***

Licensure, Certifications, and Clearances:

UPMC approved national certification preferred. Current licensure as a Registered Professional Nurse either in the state where the facility is located or in a state covered by a licensure compact agreement with the state where the facility is located. CPR required based on AHA standards that include both a didactic and skills demonstration component within 30 days of hire.

Advanced Cardiac Life Support (ACLS)

Basic Life Support (BLS) OR Cardiopulmonary Resuscitation (CPR)

National Institute of Health Stroke Scale Certification

Registered Nurse (RN) OR Temporary Practice Permit (TPP)

Act 34 with renewal

UPMC is an Equal Opportunity Employer/Disability/Veteran

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