

NOTE: This description is intended to indicate the kinds of tasks and levels of work difficulty required of the position given this title. It is not necessarily an exhaustive list of duties and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or modify the right of management to assign, direct and control the work of employees under supervision. The listing of duties and responsibilities shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.

ADVANCED CLINICAL PRACTITIONER

GRADE: 21

GENERAL DESCRIPTION

Performs highly advanced (senior-level) clinical healthcare/nursing work. Work involves assessing, planning, and providing comprehensive patient care independently or in collaboration with health care professionals. Plans, assigns, and supervises the work of other nursing professionals. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Provides specialized consultation, training, and technical assistance to agency staff, care recipients, provider agencies, and the medical community

Plans, implements, and evaluates nursing care consistent with medical care prescribed by a physician

Evaluates patient's condition and formulates plan of care to maintain healthy progress

May administer medications and treatments within delineated parameters; institutes lifesaving emergency measures

Orders tests to detect disease processes

Initiates or modifies medical treatment when and to the extent authorized by the treating Physician

Creates and maintains accurate records, reports, and legal documents

Manages primary acute or chronic care in collaboration with health team members

Identifies problems and makes suggestions for change to facilitate continuity of patient care, meeting patient needs and the mission of a health care facility

Shares clinical expertise as consultant and instructor and utilizes health promotion strategies

Evaluates nursing services through the analysis of statistical studies and performance evaluation reports

Develops in-service training and educational programs

Develops and participates in quality assurance programs

Reviews medical records and patient assessments to determine compliance with policies and procedures, correctness of assessment, or quality of service

Plans, assigns, and supervises the work of others

May assists with patient flow and customer service

Performs all other related duties as assigned

GENERAL QUALIFICATION GUIDELINES

Experience and Education

Minimum of seven (7) years of experience working as a Nurse Practitioner or Physician Assistant within a collaborative primary care environment preferred. Graduation from an accredited four-year college or university with a Master's degree in nursing, physician assistant or a related field required.

Bilingual preferred (English/Spanish)

Certificates, Licenses & Registration

Must be certified as a Licensed Registered Nurse in the State of Texas or in a party state that recognizes reciprocity through the Nurse Licensure Compact and approved by the Board of Nurse Examiners for the State of Texas to practice as an Advanced Practice Nurse; or must be certified as a Licensed Physician Assistant in the State of Texas.

Applicant must have a current valid Texas operator's driver's license

Must be able to be insured by the County's insurance carrier

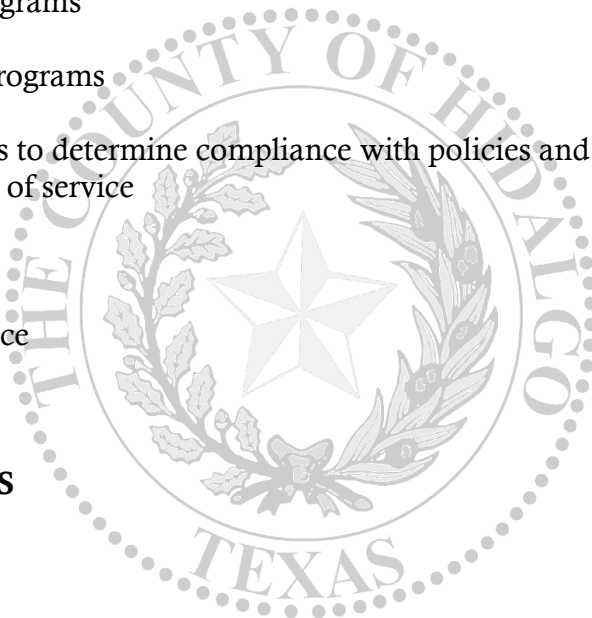
Knowledge, Skills and Abilities

Knowledge of physical assessment and nursing techniques, principles, and procedures; of health care laws and regulations; of community health care principles, practices, and procedures; and of principles, methods, and procedures for the delivery of medical evaluation, diagnosis, and treatment

Ability to organize, coordinate, and evaluate health care/nursing activities and delivery of health care services; to explain public health law; to communicate effectively; and to plan, assign, and/or supervise the work of others

Knowledge and skills to lead a community health nursing team

Ability to direct and coordinate programs of care working collaborative and autonomously



Knowledge and understanding of policy and guideline implementation, review, monitoring and evaluation

Knowledge and understanding of involvement of patient and public in service delivery, development and design

Ability to plan and organize daily work routine

Ability to coordinate, audit, and control manpower and financial resources efficiently and effectively

Must have experience working with spreadsheets and/or word processing software

Employee may be assigned other duties in addition to those listed; duties may change according to the changing needs of the County.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over 25 pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

SAFETY REQUIREMENTS:

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- standing for extended periods of time
- operating assigned equipment

Maintain mental capacity which permits:

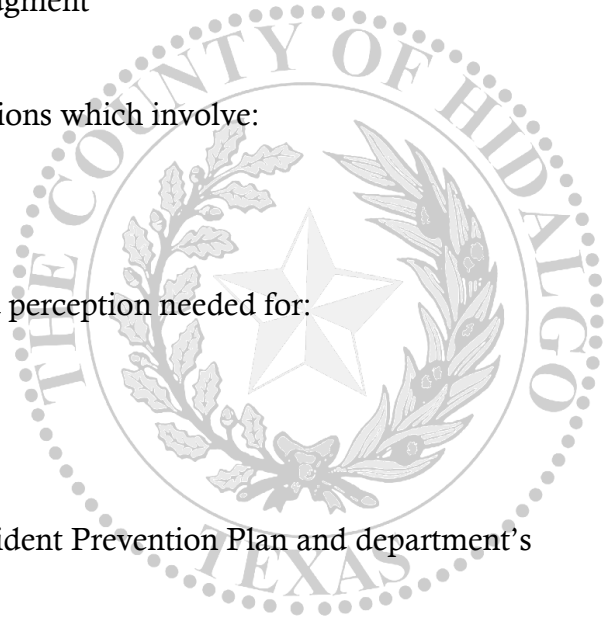
- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others
- required to follow the Hidalgo County Accident Prevention Plan and department's safety regulations



MIDWIFE

GRADE: 21

GENERAL DESCRIPTION

Independently manages women's health care with emphasis on the maternity cycle; Practices in collaboration with an obstetrician/gynecologist, or family practice physician if no obstetrician/gynecologist available.

EXAMPLES OF WORK PERFORMED

Renders comprehensive care to women from menarche through menopause

Evaluates prenatal patient's condition and formulates plan of care to maintain healthy progress

Provides intrapartal care within scope of practice and expertise

Consults primary obstetrician and co-manages comprehensive care for high-risk patients

Administers medications and treatments within delineated parameters; institutes lifesaving emergency measures pending obstetrician's arrival

Facilitates postpartum patient's optimum physical and psychological transition to parenthood

Cares for newborn immediately following delivery, by evaluating condition and institutes emergency measures if needed

Counsels parents on normal growth and development of infant; provides guidance and encourages acceptable health practices

Manages gynecological conditions and performs annual health screening examinations

Orders tests to detect disease processes

Refers patients with complex problems for physician management

Provides family planning counseling and various methods of birth control

Prescribes hormonal replacement therapy for menopausal women

Shares clinical expertise as consultant and instructor and Utilizes health promotion strategies

Collaborates with health care team members to improve patient care delivery

GENERAL QUALIFICATION GUIDELINES

Experience and Education

Four (4) years of related experience. Graduation from an accredited school of nursing and hold and maintain a certified midwife's license with the proper completion of an approved course in nurse-midwifery acceptable to the Surgeon General.

Knowledge, Skills, and Abilities

Knowledge of theory, practice and skills of nurse-midwifery is mandatory

Registration, Certification, or Licensure

May require licensure as a Nutritionist or Dietitian

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over 25 pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

SAFETY REQUIREMENTS:

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- standing for extended periods of time
- operating assigned equipment

Maintain mental capacity which permits:

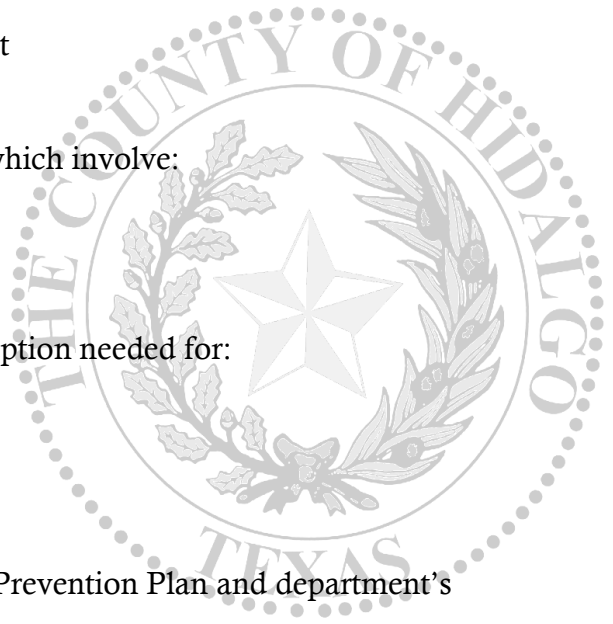
- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others
- required to follow the Hidalgo County Accident Prevention Plan and department's safety regulations



FAMILY NURSE PRACTITIONER

GRADE: 21

GENERAL DESCRIPTION

Performs highly advanced (senior-level) clinical nursing work; Work involves assessing, planning, and providing comprehensive patient care independently or in collaboration with health care professionals; May plan, assign, and/or supervise the work of others; Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Performs related work as assigned

Provides specialized consultation, training, and technical assistance to agency staff, care recipients, provider agencies, and the medical community

Plans, implements, and evaluates nursing care consistent with medical care prescribed by a physician

Initiates or modifies medical treatment when and to the extent authorized by the treating physician

Creates and maintains accurate records, reports, and legal documents

Manages primary acute or chronic care in collaboration with health team members

Identifies problems and makes suggestions for change to facilitate continuity of patient care, meeting patient needs and the mission of a health care facility

Evaluates nursing services through the analysis of statistical studies and performance evaluation reports

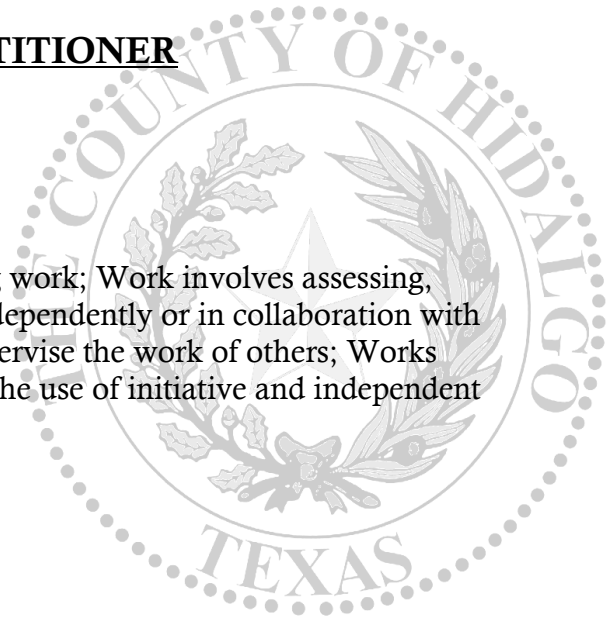
Develops in-service training and educational programs

Develops and participates in quality assurance programs

Reviews medical records and patient assessments to determine compliance with policies and procedures, correctness of assessment, or quality of service

May plan, assign, and/or supervise the work of others

Performs other duties as assigned



GENERAL QUALIFICATION GUIDELINES

Experience and Education

Seven (7) years experience in nursing work; Graduation from an accredited four-year college or university with a master's degree in nursing or a related field is generally preferred.

Knowledge, Skills, and Abilities

Knowledge of nursing techniques, principles, and procedures; of health care laws and regulations; of community health care principles, practices, and procedures; and of principles, methods, and procedures for the delivery of medical evaluation, diagnosis, and treatment

Ability to organize, coordinate, and evaluate nursing activities and delivery of health services; to explain public health law; to communicate effectively; and to plan, assign, and/or supervise the work of others

Registration, Certification, or Licensure

Must be registered as a Registered Nurse in the State of Texas or in a party state that recognizes reciprocity through the Nurse Licensure Compact; must be approved by the Board of Nurse Examiners for the State of Texas to practice as an advanced practice nurse

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over 25 pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

SAFETY REQUIREMENTS:

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- standing for extended periods of time
- operating assigned equipment

Maintain mental capacity which permits:

- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others
- required to follow the Hidalgo County Accident Prevention Plan and department's safety regulations

