

**Clinical Specialist – Inpatient Hospital**

Initial posting on 6/10/22;

Expires on 9/2/22

Dana-Farber Cancer Institute

Boston, MA

The Clinical Specialist (CS) is a member of the nursing leadership team. The CS influences nurses, nursing support personnel and the organization to support evidence-based practice (EBP) and in collaboration with Dana-Farber Cancer Institute (DFCI) nursing leadership, assures the achievement of quality and cost-effective patient and family outcomes. The CS works collaboratively and possesses expertise as a(n) clinician, educator, consultant, and leader. CS practice is based on competencies described by the National Association of Clinical Nurse Specialists, 2010 and Oncology Nursing Society, 2013. The Mission, Vision, and Core values of the Dana-Farber Cancer Institute (DFCI) are incorporated into all areas of practice.

**Responsibilities:**

Clinical Nursing Practice

* Models’ excellence in nursing practice using scientific knowledge and advanced concepts in the assessment, diagnosis, planning, implementation, and evaluation of actual or potential problems in the oncology patient population.
* Proactively identifies opportunities and investigates solutions to assure the provision of state-of-the-art nursing care and associated outcomes.
* Influences patient outcomes through the translation, implementation, and integration of EBP into daily operational activities.
* Collaborates and consults with nurses and other to influence nursing practices and improve care outcomes within a specific unit or service and/or across Nursing and Patient Care Services (NPCS).
* A key stake holder and decision maker for the development, implementation, and evaluation of standards of care, policies, guidelines and the introduction of new equipment and technology at the point of care.
* Supports nurses in the management of symptom distress related to cancer and/or its treatment based on advanced knowledge of the etiology of cancer, the rationale for treatment, patient and family responses and needs, and associated nursing interventions.
* Provides expertise in the assessment of patient and family learning needs, provision of educational strategies and evaluation of the effects of teaching strategies for general and specified oncology patient populations.
* May provide direct patient care, consult with other nurses or clinical staff about specific patients, and make recommendations for interventions and plan of care.
* Assumes accountability for unit based, department wide or Institutional clinical practice roles including but not limited to the Ethics Consultation Service, Adult Medical Response Call coverage, and others.

Education

* Provides education to NPCS staff and patients, and families based on advanced practice knowledge of oncology nursing care and the principles of adult learning.
* Proactively assesses learning needs and develops, evaluates, and modifies NPCS orientation and educational programs and initiatives that ensure ongoing competence of all levels of nursing staff.
* Designs and evaluates educational programs and initiatives that are congruent with DFCI's strategic plan, NPCS priorities, regulatory requirements, and oncology nursing standards.
* Designs and implements clinical and professional competency programs and other educational activities in collaboration with nursing staff and leaders.
* Participates in local and national professional activities and organizations to promote the educational and professional growth of self and others within DFCI and the community.
* Coordinates the clinical learning experiences of students and visitors, acts as a liaison to faculty, affiliating institutions, and visitors.
* Is as a member of the DFCI Provider Unit for ANA-MA continuing nursing education.

Consultation, Mentorship, and Coaching

* Works collaboratively with other departments and disciplines on projects, initiatives, and programs to meet the goals of DFCI and promotes excellence in care delivery and outcomes.
* Is a clinical resource and consultant to all DFCI nursing community regarding clinical policies, standards, and guidelines of care.
* Provides clinical expertise in the development and implementation of nursing clinical policy, procedure and standards processes and is a key member of DFCI NPCS and other policy committees.
* Mentors and supports the professional growth and development of nurses, other NPCS staff and students.

Research and Quality

* Participates in the development of the DFCI Nursing Quality Plan.
* Facilitates and leads quality and process improvement programs and initiatives.
* Assesses quality of care and patient outcomes.
* Implements evidence-based practices at the unit level with NPCS staff.
* Identifies clinical practice problems, reviews literature, and provides clinical support to staff and leaders to implement EBP solutions.
* Participates in research activities that expand the scientific base of nursing practice knowledge.
* Disseminates work related to research, EBP and quality improvement initiatives.

Leadership

* Contributes to the creation of an environment that stimulates continuous self-learning, positive group processes, reflective practice, and the empowerment of others.
* Models constructive and mutually respectful relationships with colleagues.
* Fosters an environment that is sensitive to the needs of diverse populations, including but not limited to culture, ethnicity, gender, and age.
* Participates in goal-defining processes and systems changes to promote best practices
* Functions as a change agent, to implement, evaluate and promote nursing care and systems that are safe, cost effective and evidence based.
* Partners with leaders in clinical areas to establish goals and then develop, implement, and evaluate strategies consistent with institutional and departmental goals.

**Qualifications**

* Licensed as a Registered Nurse in the Commonwealth of Massachusetts.
* Master's degree in nursing.
* Minimum of 3-5 years recent experience as a nurse in oncology.
* Leadership and education experience required.
* Appropriate advanced practice nursing certification.
* Clinical expertise in oncology nursing.
* Ability to work as an effective member of an interprofessional team.
* Excellent organizational, communication and interpersonal skills.
* Program or project development experience.
* Critical thinking and problem-solving skills.
* Ability to make independent decisions.
* Identifies personal, clinical and leadership strengths and areas for growth, formulating professional goals, objectives, and methods for accomplishment.
* Compliance with accepted standards of professional nursing practice and all licensure and registration requirements applicable to the nursing role.

**To learn more and to apply, please visit:** <https://careers.dana-farber.org/clinical_specialist_dfci_inpatient_hospital_>

**About Dana-Farber Cancer Institute:**

At Dana-Farber Cancer Institute, we work every day to create an innovative, caring, and inclusive environment where every patient, family, and staff member feels they belong. As relentless as we are in our mission to reduce the burden of cancer for all, we are equally committed to diversifying our faculty and staff. Cancer knows no boundaries and when it comes to hiring the most dedicated and diverse professionals, neither do we. If working in this kind of organization inspires you, we encourage you to apply.

Located in Boston and the surrounding communities, Dana-Farber Cancer Institute is a leader in life changing breakthroughs in cancer research and patient care. We are united in our mission of conquering cancer, HIV/AIDS, and related diseases. We strive to create an inclusive, diverse, and equitable environment where we provide compassionate and comprehensive care to patients of all backgrounds, and design programs to promote public health particularly among high-risk and underserved populations. We conduct groundbreaking research that advances treatment, we educate tomorrow's physician/researchers, and we work with amazing partners, including other Harvard Medical School-affiliated hospitals.

Dana-Farber Cancer Institute is an equal opportunity employer and affirms the right of every qualified applicant to receive consideration for employment without regard to race, color, religion, sex, gender identity or expression, national origin, sexual orientation, genetic information, disability, age, ancestry, military service, protected veteran status, or other groups as protected by law.