



**Clinical Nurse II – Infusion Nurse**

Initial posting on 5/23/22;

Expires on 8/15/22

Beth Israel Deaconess Medical Center

Needham, MA

To APPLY, please go to : <https://jobs.brassring.com/TGnewUI/Search/home/HomeWithPreLoad?PageType=JobDetails&partnerid=25366&siteid=5252&Areq=45734BR>

Or go to jobs.bidmc.org and enter req id 45734BR.

**Department Name and ID:**  HemOnc - BID Cancer Ctr Ndhm 01099630D
**Reports to (job title):**  Clinical Advisor
**Grade:**  9BB
**Current Job Code:**  NCR02
**FLSA Status:**  Nonexempt - All per diem positions are considered Non-Exempt
**Effective Date:**  2022-04-21
**Status:**  Final Approved

Department Desciption: \*\*\*Sign on bonus eligible\*\*\*
The integrated Cancer Center at Needham has an 11 bay infusion suite to provide chemotherapy/ biotherapy, transfusion support and supportive care to oncology and hematology outpatients. Training, evaluation and competencies for this role are overseen by a Nurse Leader to the department.

**Job Summary:**The BIDMC Nursing Mission is to build on a legacy of nursing excellence by caring with compassion, advancing the art & science of nursing, and advocating for the health of patients, families, and communities. The Clinical Nurse II utilizes the nursing process as the frame of reference for practice as a professional registered nurse and provides direct nursing care to patients and families in an office-based setting. Training, evaluation and competencies for this role are overseen by a Nurse Leader to the department.

**The following statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities and skills required of this position.**

**Department Specific Job Responsibilities:**

1. Safely administer a variety of chemotherapy/immunotherapy treatments, supportive care therapy and transfusions.
2. Educate patient/family on self-care and reasons to call the office while receiving treatment.
3. Safely place and care for peripheral IV access and central venous access devices.
4. Evaluate and assess for tolerance to therapy, including laboratory values and physical symptoms.
5. Collaborate with Radiation therapy, Nutrition, Social Work and Physical Therapy.
6. Collaborate with both BIDMC Boston and BID Needham and Atrius Oncology in the care of patients.

**Primary Responsibilities:**

1. Provides direct care to patients and makes necessary nursing judgments. Responsible for systematically assessing the health care needs of individuals or groups and for the formulation of a care plan, its implementation and evaluation. Demonstrates the ability for decision making by integrating theoretical knowledge with practical experience in caring for patients. (essential)
2. Coordinates the care of patients and directs assistive personnel in order to provide safe, effective, efficient, equitable and timely, patient-centered care. Demonstrates awareness of environmental forces on health care of patients and their families. Demonstrates the ability to identify resources necessary to implement the plan of care (essential)
3. Works in a collegial and collaborative relationship with other health professionals to determine healthcare needs of patients and families. Develops relationships with patients and families that maintain and communicate trust and respect. Communicates effectively in the exchange of information. Demonstrate the ability to act as a patient advocate. (essential)
4. Maintains annual mandatory education requirements, which include emergency skills and unit based competencies. Identifies needs for continued growth and development in conjunction with the unit based educator or clinical nurse specialist. Participates in activities that contribute to professional development of self May participate in quality improvement activities. (essential)
5. Demonstrates a commitment to patients, staff, and to Beth Israel Deaconess Medical Center. The individual nursing practice reflects the goals of the Medical Center. Demonstrates responsibility and accountability for own nursing practice and patient safety (essential)

**Required Qualifications:**

1. Graduate from an accredited Nursing Program required.
2. License Registered Nurse required., or Registration Manual Verif. RN License required., and Certificate 1 Basic Life Support required.
3. 1-3 years related work experience required.
4. American Heart Association - Basic Life Support Certification
5. Chemotherapy administration experience.
6. Chemo/Biotherapy certification.
7. Basic familiarity with computers. Ability to navigate at a basic level within web-based applications.

**Preferred Qualifications:**

1. Experience in a teaching hospital and specialty area expertise

**Competencies:**

1. **Decision Making:**Ability to make decisions that are guided by general instructions and practices requiring some interpretation. May make recommendations for solving problems of moderate complexity and importance.
2. **Problem Solving:**Ability to address problems that are varied, requiring analysis or interpretation of the situation using direct observation, knowledge and skills based on general precedents.
3. **Independence of Action:**Ability to follow precedents and procedures. May set priorities and organize work within general guidelines. Seeks assistance when confronted with difficult and/or unpredictable situations. Work progress is monitored by supervisor/manager.
4. **Written Communications:** Ability to communicate clearly and effectively in written English with internal and external customers.
5. **Oral Communications:** Ability to comprehend and converse in English to communicate effectively with medical center staff, patients, families and external customers.
6. **Knowledge:** Ability to demonstrate full working knowledge of standard concepts, practices, procedures and policies with the ability to use them in varied situations.
7. **Team Work:** Ability to act as a team leader for small projects or work groups, creating a collaborative and respectful team environment and improving workflows. Results may impact the operations of one or more departments.
8. **Customer Service:** Ability to provide a high level of customer service to patients, visitors, staff and external customers in a professional, service-oriented, respectful manner using skills in active listening and problem solving. Ability to remain calm in stressful situations.

**Age based Competencies:** Employees in this job must be competent to provide patient care to the following age groups: Neonatal:Birth to 6 months, Young adult: 16-30 years, Middle Age: 30 - 60 years, Elderly: 60 - over.

**Social/Environmental Requirements:**

1. Work requires periods of close attention to work with out interruption. Concentrated effort of up to 4 hours without break may be required.
2. Work requires constant response to changing circumstances and using new information to adjust approach and to quickly respond to new needs.
3. Potential exposure to adverse environmental conditions
	* **Daily:**  Protective equipment required(Respirator,earplugs,mask,gloves,eyewear etc), Potential exposure to infectious diseases and/or airborne pathogens, Potential exposure to infectious diseases and/or bloodborne pathogens.
4. **Health Care Status:**  HCW1: Regular, day-to-day contact; both face-to-face and hands-on (having close contact within three feet for at least five minutes). Examples: physicians, clinical nurses, phlebotomist, medical assistants, PFT tech, and x-ray tech.-*Health Care Worker Status may vary by department*

**Sensory Requirements:**

Close work (paperwork, visual examination), Color vision/perception, Visual clarity <3 feet, Hot/Cold, Sharp/Dull, Smell, Conversation, Monitoring Equipment, Telephone, Background Noise.

**Physical Requirements:**

Medium work: Exerting up to 50 pounds of force occasionally and or up to 20 pounds of force frequently. Job is physical in nature and employee needs to stand and/or move around through the majority of their shift.

This job requires constant walking, standing,frequent bending neck, bending waist, twisting neck, twisting waist, maintain crouch for > 5 minutes, Repetition crouch(>2 times/minutes), maintain crouch for > 5 minutes, Repetition crouch(>2 times/minutes), Power Grasping using both hands, Fine Manipulation using both hands, Pushing/Pulling using both hands, Keyboard use, Reaching-above shoulder height, Reaching-below shoulder height, Lifting and carrying items weighing up to 10 lbs, Lifting and carrying items weighing up to 25 lbs, Lifting and carrying items weighing up to 50 lbs, Lifting and carrying items weighing up to 75 lbs, Lifting and carrying items weighing up to or more than 100 lbs, Pull up and/or reposition patient weighing up to 100 pounds without assistance, Pull up and/or reposition patient weighing up to 250 pounds with assistance, Pushing items weighing up to 10 lbs, Pushing items weighing up to 25 lbs, Pushing items weighing up to 50 lbs, Pushing items weighing up to 75 lbs, Pushing items weighing up to or more than 100 lbs, Push a wheelchair or wheeled bed containing a patient weighing up to 250 pounds, with assistance.

\*\*\*Sign on Bonus\*\*\*

Sign on bonuses are paid out in two payments. You will receive your first payment (half of the total amount) within the first 30 days of employment and is subject to applicable taxes. You will receive the second payment (remaining balance) at six (6) months following your start date and is subject to applicable taxes.

· Full time status at BIDMC is considered for schedules greater than or equal to 30 hours per week; part time status is 20 to 29 hours per week. Please note, per diem employees are not eligible for sign on bonuses.

· Current and Former BILH candidates - restrictions apply. BIDMC Internal employees or employees within the BILH system are not eligible for the bonus or if you have been employed by a BILH entity within the last 12 months.

· Please note, sign on bonuses are subject to change based on the organization’s hiring needs and will be determined by Talent Acquisition on an ongoing basis. BILH/BIDMC Talent Acquisition reserves the right to change sign on bonus eligible jobs and amounts at any time.