

CLINICAL NURSE SPECIALIST



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

CLINICAL NURSE SPECIALIST

Table with 4 columns: Class Title, Class Code, Pay Band, Alt Pay Band*. Row 1: Clinical Nurse Specialist, K10803, 70, 90

In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.

Occupation Description

Incumbents in this classification plan, direct, and or coordinate daily patient care and may also perform the diagnoses and treatment of acute, episodic, or chronic illnesses, independently or as part of a healthcare team.

Nature of Work

Clinical Nurse Specialists are highly qualified clinical nurses, with a wide set of responsibilities that may: (1) perform an advanced practice that is beyond the scope of practice of professional registered nursing; (2) make independent decisions in a specialized area of nursing practice...

Distinguishing Characteristics of Levels

- Take medical histories and perform patient examinations.

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- Order and interpret laboratory tests and x-rays.
- Make diagnoses.
- Provide treatment.
- Manage chronic health conditions such as diabetes.
- Perform preventive procedures such as immunizations.
- Prescribe medications and other therapies.
- Monitor and record patient progress.
- Educate patients about their health and instruct them in self-care techniques.
- Promote wellness practices.
- Respond to medical emergencies.
- Refer patients to physicians and other health care providers as needed.

Clinical Nurse Specialist

Recommended Education and Experience for Full Performance

Master's Degree or Doctoral Degree in a defined clinical nursing specialty. Required graduate courses may include obstetrics, oncology, pediatrics, pharmacology, physical assessment, diagnosis, Nurse Practitioner skills, and/or advanced nursing physiology and pathophysiology and three (3) years of experience administering advanced nursing responsibilities as a Clinical Nurse Specialist.

Minimum Qualifications

Master's Degree in a defined clinical nursing specialty such as oncology, pediatrics, pharmacology, physical assessment, diagnosis, nurse practitioner skills, and advanced nursing physiology and pathophysiology. Must be licensed as a Registered Nurse and a Clinical Nurse Specialist as issued by the New Mexico Board of Nursing.

Knowledge and Skills

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Knowledge

Medicine and Dentistry — Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

Psychology — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

Biology — Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Therapy and Counseling — Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Sociology and Anthropology — Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures and their history and origins.

Education and Training — Knowledge of principles and methods for curriculum and training

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design, teaching and instruction for individuals and groups, and the measurement of training effects.

Chemistry — Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.

Mathematics — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their Applications.

Clerical — Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology.

Skills

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Reading Comprehension — Understanding written sentences and paragraphs in work related documents.

Writing — Communicating effectively in writing as appropriate for the needs of the audience.

Science — Using scientific rules and methods to solve problems.

Speaking — Talking to others to convey information effectively.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Statutory Requirements: In accordance with the NM Nursing Practice Act, 61-3-23.4, all applicants are required to possess a Master's Degree or Doctoral Degree in a defined clinical nursing specialty such as oncology, obstetrics, pediatrics, pharmacology, physical assessment, diagnosis, nurse practitioner skills, and advanced nursing physiology and pathophysiology and have the appropriate license for the area of specialty.

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

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Established: 02/10/2012

Revised: 12/1/2017 (One APB Adjustment)

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.