Clinical Research Nurse – Renal
Renal Service

Position Description

Date: March 2015

Job Title: Clinical Research Nurse – Renal

Department: Renal

Location: Waitemata District Health Board

Reporting To:
- Operationally: Operations Manager – Renal
- Clinically: Clinical Director – Renal
- Professionally: Clinical Nurse Director MHOPS

Direct Reports:

Functional Relationships with:
- Internal
  - Senior Clinicians (Investigators)
  - Clinical Nurse Specialists
  - Dialysis Staff
  - Awhina Research and Knowledge
  - Clinical Research Nurses/Coords.
  - Maori Research Advisor
  - Clinical and allied health staff
  - Legal Department
  - Business Manager, Three Harbours Health Foundation
  - Interdisciplinary support personnel
  - Service Managers
- External
  - Patients & their significant others
  - General Practitioners
  - Pharmaceutical Companies
  - Contract Research Organizations
  - Health Research Council of NZ and other grant bodies
  - Australasian Kidney Trials Network, and other Academic Research partners
  - Health & Disability Ethics Committees
  - NZ DHB Researchers/CRNs
  - Primary Health Organisations
  - District Health Nurses

Purpose:
- Co-ordination and implementation of clinical research for the Renal Service in conjunction with the Nephrologists and other Clinical Nurse Specialists – Renal. Nursing role that focuses on nursing care with a central focus on care of research participants, as well as the management activities to support the ethically approved research protocol.
### KEY ACCOUNTABILITIES

**Domain One  Professional responsibility**

*Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate advanced critical thinking, judgement and accountability for own actions and decisions*

- Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements – refer to generic RN competencies
- Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/sensitivity and professional standards.

**Professional Leadership and Expertise**

- Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk
- Provides advanced practice specialist nursing care in direct care delivery, contributing to the development of integrated service delivery across the continuum of care – one to one patient management and impact on practices/processes of care on populations of patients at local and system level
- Role models/leads by example and enhances advanced nursing practice and contributes to the profession locally, regionally and nationally
- Undertakes or leads specific service or organisational portfolio responsibilities, optimising patient safety

**Professional Development of specialty practice**

- Participates in interdisciplinary case review processes and clinical supervision
- Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio
- Actively participates in professional nursing groups, maintain effective local, regional, national and international networks. Attends educational opportunities and conferences.

**Domain Two  Management of nursing care at advanced practice level**

*Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence*

**Clinical Care/Care Coordination**

- Provides specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of a defined patient group/area of specialty practice.
- Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills

**Education and clinical teaching**

- Provides patient education to the patient group to improve patient outcomes and gain participation with their treatment
- Supports other staff in the management of a defined patient group/areas of specialty practice
- Acts as a nursing resource providing expert advice and education to nursing staff and health care professionals / family-whanau within specialty scope of practice, demonstrating skilled mentoring/coaching, teaching and supervision. May teach at post registration level to enhance evidence based practice

**Domain Three  Interpersonal relationships and enhancing the patient experience**

*Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.*

- Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships
- Role models advanced therapeutic communication, engages patient and family in care planning for self-care, improving knowledge of disease/illness, self-management, prevention of complications and promotion of recovery
### Domain Four

**Interprofessional healthcare and quality improvement to deliver organisational objectives**

*Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team*

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<tr>
<th>Supports Professional Activity</th>
<th>Clinical Research Nurse – Renal Service</th>
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<tbody>
<tr>
<td>Provides teaching – nursing and medical education; participates in clinical governance activities including audit and research; Administration – organisational requirement; contribution to service planning and policy development; professional development</td>
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<td>Assists in the implementation of nursing practice and models of care appropriate to patient/client population needs</td>
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<th>Quality Improvement: Guideline and policy</th>
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<td>Leads the development/review of best practice pathways, protocols and guidelines in the specific area of practice that are research based. Change agent/leader</td>
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<td>Leads/contributes/collaborates in quality &amp; care improvement processes, risk management and resource utilisation review, including trending and auditing and developing appropriate responses – educational, policy, advisory at patient, nurse and system level</td>
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<td>Identifies efficiencies through new and innovative ways of working, improve quality of care and patients experience</td>
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<th>Service Development</th>
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<td>Participates in service development and strategic leadership to enhance the patient experience, application of values in practice. Undertakes/leads specific or organizational portfolio responsibilities. Includes assisting in implementation and management of initiatives to address differential access to healthcare services for Maori.</td>
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<th>Research &amp; Audit: Evidence based practice</th>
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<td>Researches, evaluates, develops and implements standards of nursing practice in the specific area of practice and supports practice improvements. Works to ensure recommended best practice guidelines/policies are research based and relevant across Waitemata DHB</td>
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<td>Fosters inquiry, critical thinking and research skill acquisition to advance nursing practice and patient/client care</td>
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<td>Confident use of technology. Critiques and uses research findings in practice. Participates in research.</td>
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<td>Recognises Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992. Policies are read and understood and relevant procedures applied to their own work activities. Workplace hazards are identified and reported, including self-management of hazards where appropriate</td>
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<th>Professional Accountability and Leadership</th>
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<td>Undertakes and maintains required personal nursing and research accreditations</td>
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<td>Acts as a role model in work and professional development, consistently exhibiting fair, dependable and ethical conduct.</td>
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<td>Works collaboratively to ensure research activity runs smoothly.</td>
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<td>Attends mandatory clinical research training and other research education as appropriate</td>
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<td>Keeps up-to-date with clinical research practices and policies and disseminates changes to ensure timely and effective and appropriate implementation where required.</td>
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<td>Attends investigator and trial start-up meetings as directed.</td>
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<td>Collegially supports community of practice for CRNs to work collaboratively, cooperatively and effectively and to achieve a high standard of professionalism</td>
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<td>Establishes and maintains positive working relationship with key personnel throughout the hospital.</td>
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Service Description: The Renal department...

The specialty of “clinical research nurse” is multi-dimensional. It involves nursing care provided to research participants in the health care setting as well as activities to support the ethically approved research protocol.

### Specific Key Responsibilities/KPIS relevant to specialty role

#### Participant Protection
- Recognises the importance of acknowledging the context in which clinical research is undertaken
- Ensures the initial and ongoing informed consent process is ethical and timely
- Supports participant in defining his/her reasons and goals for participating (or not participating) in clinical research
- Collaborates with the interdisciplinary team to address ethical issues
- Coordinates research activities to minimise participant risk
- Maintains participant privacy and the confidentiality of data

#### Research Management
- Understands the legal and ethical obligations for the of conducting clinical research.
- Provides project management for clinical research including:
  - preparation of ethical and regulatory material
  - development of clinical research budget & negotiation of the same
  - promotes use of NZ standard clinical research contract/indemnity and ensures WaitemataDHB legal review occurs before execution of these
  - quality assurance for data integrity and confidentiality
  - collection, processing and shipping of research specimens
  - safe administration of investigational drugs/devices
  - management of specific trial related expenditure and income
- Ensures documentation of clinical trial data in case report forms (electronic or paper-based) and clinical notes are attributable, legible, contemporaneous, original and accurate.
- Ensures that an audit trail for trial documentation is maintained in accordance with NZ legislation, ICH GCP guidelines and the protocol requirements
- Ensures systems, processes and resources that support the research team and other staff, also meet the needs of the participant

#### Contribution to Knowledge and Science
- Disseminates clinical expertise and best practices related to clinical research through presentations, publications with nursing and interdisciplinary colleagues
- Serves as expert in specialty area and contributes to the development and training of other staff and researchers
- Participates (where appropriate) in the analysis of research data
- Identifies questions appropriate for clinical research
- Early adopter/promoter of new evidence-based practice
Position Description

Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘better care for everyone’. This promise statement is the articulation of our three-fold purpose to:

1. promote wellness,
2. prevent, cure and ameliorate ill health and
3. relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.
# PERSON SPECIFICATION

## POSITION TITLE:
Clinical Nurse Specialist (Research)

| Education and Qualifications | RN, RCpN, RGON, BHSC  
| Current APC as Registered Nurse  
| Post Graduate Certificate/ Diploma in specialty nursing practice preferred  
  **essential.** Must include advanced assessment and diagnostic reasoning skills. |
| Experience | At least three years post registration practice *in the specialty*  
At least RN Level 4 or equivalent in specialty with current portfolio  
Reputation for excellence in specialty practice |
| Skills/Knowledge/Behaviour | Advanced physical assessment, history taking, diagnostic reasoning and pharmacology knowledge  
Demonstrated operational management/care coordination skills  
Clinical professional leadership  
Confident multidisciplinary teacher  
Project management and quality improvement processes  
Demonstrated confidence in quality improvement to improve service delivery |
| Personal Attributes | Leadership  
People management  
Teamwork  
Cultural safety  
Self-management  
Patient/client population focused  
Communication / interpersonal skills  
Innovation  
Flexibility  
Planning and monitoring  
  **Proactive attitude**  
  **Excellent communicator**  
  **Articulate, good presentation skills**  
  **Self-directed and motivated**  
  **Strong teamwork reputation, confident collaboration**  
  **Resilience**  
  **Positive professionally mature**  
  **Able to influence without conflict, accepts constructive feedback**  
  **Culturally safe practice** |