



NURSE PRACTITIONER

CHARACTERISTICS OF WORK:

Incumbent provides general medical and/or psychiatric care and treatment to patients in a medical/psychiatric facility, such as clinic, health center, or public health agency, in collaboration/consultation with a physician currently holding an unrestricted license in Mississippi. In accordance with their Board of Nursing approved protocol, the Nurse Practitioner may assess, diagnose, treat, and evaluate responses to treatment in a variety of illnesses. Additionally, the Nurse Practitioner provides education and counseling to facilitate disease prevention measures, as well as health promotion.

MINIMUM QUALIFICATIONS:

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

EXPERIENCE/EDUCATIONAL REQUIREMENTS:

Licensure, Certification, and/or Registration:

Must be certified by the American Academy of Nurse Practitioners (ANCC) and/or the American Nursing Credentialing Center (AANP).

Must be currently certified as a Nurse Practitioner by the Mississippi Board of Nursing.

Required Document:

Applicant must attach a copy of his/her certification by the American Academy of Nurse Practitioners (ANCC) and/or the American Nursing Credentialing Center (AANP).

Applicant must attach a copy of his/her certification as a Nurse Practitioner by the Mississippi Board of Nursing.

PHYSICAL REQUIREMENTS:

These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

Moderate Work: May frequently exert force equivalent to lifting up to approximately 25 pounds and/or occasionally exert force equivalent to lifting up to approximately 50 pounds.

Vision: Requires the ability to perceive the nature of objects by the eye.

Near Acuity: Clarity of vision at 20 inches or less.

Midrange: Clarity of vision at distances of more than 20 inches and less than 20 feet.

Far Acuity: Clarity of vision at 20 feet or more.

Peripheral: Ability to observe an area that can be seen up and down or left and right while eyes are fixed on a given point.

Depth Perception: Three-dimensional vision. Ability to judge distances and spatial relationships so as to see objects where and as they actually are.

Ability to adjust focus: Ability to adjust the eye to bring an object into sharp focus.

Color Vision: Ability to identify colors.

Speaking/Hearing: Possesses the ability to give and receive information through speaking and listening skills.

Taste/Smell: Possesses the ability to use the sense of smell to recognize and distinguish odors. Possesses the ability to use the sense of taste to recognize and distinguish flavors.

Motor Coordination: While performing the duties of this job, the incumbent is regularly required to stand; walk; use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The incumbent is frequently required to sit; climb or balance; and stoop, kneel, crouch, or bend.

COMPETENCIES:

The following competencies describe the knowledge, skills, abilities, and attributes that lead to a successful employee in this position. An applicant will be expected to exhibit these competencies or the ability to reach competency achievement within a specified time. These competencies are linked to the essential functions of the job. Employees in this position may be evaluated on these competencies as part of the performance appraisal system. Example behaviors are listed below each competency and are used for illustrative purposes only. Specific behaviors may be identified and included later by the hiring agency. It is understood that some of these behaviors might not be acquired until a reasonable time after hire. Failure of an employee to successfully demonstrate some or all of these competencies, as deemed important by his or her reporting official, may result in the employee being placed on a performance improvement plan. If after a reasonable period of time, usually three (3) months, the employee fails to demonstrate successful performance, the employee may be terminated. These competencies include, but are not limited to, the following:

PUBLIC SECTOR COMPETENCIES:

Integrity: Exhibits behaviors showing a strong internal personal commitment to fundamental principles of honesty and fairness dealing in all activities related to job performance.

Work Ethic: Is productive, diligent, conscientious, timely, and loyal.

Service Orientation: Demonstrates a commitment to quality public service through statements and actions.

Accountability: Accepts responsibility for actions and results.

Self Management Skills: Effectively manages emotions and impulses and maintains a positive attitude.

Interpersonal Skills: Shows understanding, courtesy, tact, empathy, and concern to develop and maintain relationships.

Communication Skills: Receives, attends to, interprets, and responds to verbal messages and expresses information to individuals or groups effectively.

Self-Development: Adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles.

TECHNICAL COMPETENCIES:

Patient Care: Supervises routine patient care to patients ensuring that all therapeutic treatments/regimes are delivered safely, timely, and accurately as ordered in accordance and compliance with appropriate policies and procedures.

Obtains histories, performs, physical examinations, and orders and interprets diagnostic studies while assessing clients' health care needs. Coordinates and participates in the determination of conditions, resources, and policies essential to delivery of nursing care services within the area of practice.

Treatment planning: Assists in formulating a plan of treatment for patients.

Prescribes medications and therapeutic treatments appropriate for diagnosis. Formulates diagnosis and plan of treatment.

Documentation: Maintains accurate and concise medical records.

Documents in the medical record all pertinent data in an accurate and concise manner in the established time frame. Demonstrates proper transcription of physicians orders according to policy. Documents medication intervention and patient response according to policy.

Professional Maturity: Maintains professional attitude and appearance in relating to all customers by adhering to the values of trust, respect, teamwork, communication, and commitment.

Is able to assess the situation and appropriately respond. Exhibits the attributes of confidence, assertion, tolerance, patience, and empathy at the appropriate time in stressful or high-pressure situations. Knows when to refer an issue to the appropriate level. Maintains appropriate standards of professionalism and only provides information within authority. Maintains confidentiality with appropriate information.

Technical Competence: Maintains current competency in nursing practice.

Completes orientation requirements. Completes annual clinical competency procedures. Completes required yearly continuing education. Reviews license and certification on or before renewal date.

Safety: Works to ensure a safe and therapeutic environment for patients, visitors, and employees.

Recognizes/communicates and takes action to prevent/reduce risk to patient's health. Observes universal precautions and infection control policies. Verbalizes location and operation of emergency equipment or uses it appropriately in emergencies. Maintains CPR certification.

ESSENTIAL FUNCTIONS:

Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:

1. Assesses client's health care needs.
2. Collaborates with consulting physician as needed.
3. Refers to physician and/or other health care providers as indicated.

EXAMPLES OF WORK:

Examples of work performed in this classification include, but are not limited to, the following:

Obtains histories; performs physical examinations; formulates diagnosis and plan of treatment; and orders and interprets diagnostic studies while assessing clients' current health care needs.

Prescribes medications and therapeutic treatments appropriate for diagnosis and plan within the allowed parameters of applicable regulations.

Provides plan for follow-up and continued health promotion.

Performs related or similar duties as required or assigned.

INTERVIEW REQUIREMENTS:

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.