

# San Joaquin General Hospital

## Clinical Nurse Specialist—NICU

Recruitment Announcement 1222-RH1150-AC

### THE POSITION

The Clinical Nurse Specialist is a key member of the Neonatal Intensive Care Unit's professional staff and functions in an advisory and teaching capacity at San Joaquin General Hospital. This position provides technical expertise and assistance in developing and maintaining standards of care within areas of clinical expertise by planning and implementing specialized clinical instruction programs for nursing staff, and by participating in the development of policies and procedures. This position works closely with physicians and interprets and relays treatment plans to nursing staff.

San Joaquin General Hospital is seeking a Clinical Nurse Specialist with excellent interpersonal communications skills, the ability to mentor competent nursing practices, and administer professional presentations to staff and the community. This vacancy is in the Neonatal Intensive Care Unit (NICU), which was the first California Children's Services approved Community Level III NICU in San Joaquin County.

### THE DEPARTMENT

San Joaquin General Hospital is a public hospital and a designated level II Trauma Center. The hospital, originally established in 1857, is a general acute care facility providing a full range of both inpatient and outpatient services. In addition to providing direct medical services, the hospital is active in providing education for health professionals through post-graduate residency programs in General Surgery, Internal Medicine and Family Practice and has trained over 3,000 physicians since the residency programs were established in 1932. The hospital also participates in clinical affiliation agreements for training programs in a variety of health professions including Registered and Licensed Vocational nurses, Pharmacists, Radiology Technologists, Social Workers and Respiratory Therapists.

San Joaquin General Hospital's friendly staff is committed to creating a warm and personal environment which is sensitive to both a patient's emotional and physical needs. The staff of San Joaquin General Hospital work hard to provide the highest quality health care services to the residents of San Joaquin County. We are proud and confident of our tradition of serving and caring for our patients with courtesy, respect, dignity, enthusiasm and a positive attitude.



**San Joaquin County  
Human Resources**

**44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, CA 95202  
Phone: 209-468-3370**

**Recruitment Announcement:**

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**Equal Opportunity Employer**



# Make San Joaquin County your new home!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy California nature, music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

## Arts, Culture & Recreation

An abundance of activities and events provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Bob Hope Theatre, Hutchins Street Square, and the Grand Theater provide cultural and entertainment experiences for children and adults. Sports venues include the Stockton Arena and Banner Island Ballpark for basketball, hockey, baseball, and other sports events. Enjoy college athletics at University of the Pacific and San Joaquin Delta College.

Stockton, the county seat, is the most racially diverse large city in the United States. Over 75 languages are spoken within the region and there is a constant celebration of cultures found in the numerous festivals that invite all community members to share food, music, dance, folklore, customs and traditions.

San Joaquin County operates nine community parks for boating, camping, and picnicking, swimming and organized sports.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micken Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta offers some of the best boating in the state: more than 1,000 miles of waterways stretch from the Stockton Marina to north of Sacramento and offers access to the San Francisco Bay.



## Education

From preschool to higher education, the County has it covered with an abundant array of public and private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and San Joaquin Delta College offer a wide variety of choices for educational opportunities. The County's 14 school districts provide families with a wide choice for children's educational development.



## Agriculture

The county is one of the most agriculturally rich regions in California. The Lodi Appellation produces some of the finest wines and wine grapes in the world. Over 85 wineries offer opportunities for tasting and special events.

Almonds are the leading commodity, with 87,300 bearing acres. Grapes, milk, walnuts and eggs round out the top commodities, with an abundance of other produce. Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

## Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - provided.

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### Compensation and Benefits

Annual Base Salary: **\$133,348 - \$162,073**

In addition to the base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- 1937 Act defined benefit retirement plan with reciprocity with CalPERS
- 10 days of vacation leave a year (15 days after three years, 20 days after 10 years, 23 days after 20 years)
- 12 days of sick leave annually with unlimited accumulation
- 14 paid holidays per year
- Life insurance up to \$10,000.
- 125 Flex Benefits Plan
- Educational Reimbursement Program

For more information, visit the Benefits page at:

[sjgov.org/departments/hr/benefits](http://sjgov.org/departments/hr/benefits)

### The following incentives and bonuses may be available for eligible new hires:

**Note:** Incentives and bonuses are subject to approval by Human Resources.

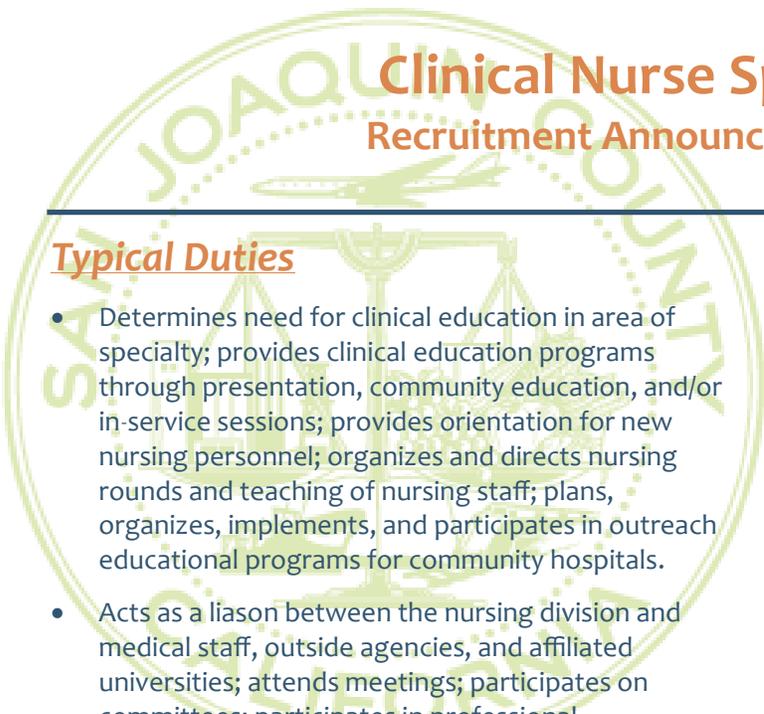
- **Vacation Accrual Rate:** San Joaquin County vacation accrual rate consistent with the candidate's total years of public service.
- **Sick Leave:** Candidates leaving other employment may receive credit for actual non-reimbursable sick leave hours (up to 160 hours) from their last agency. Hours shall be subject to San Joaquin County's minimum sick leave cash out provisions.
- **New Hire Retention Bonus:**
  - \$2,000 upon completion of first year equivalent employment (2,080 hours)
  - \$1,000 upon completion of third year equivalent employment (6,240 hours)
  - \$3,000 upon completion of sixth year equivalent employment (12,480 hours)

Potential cashable compensation:	Step 1	Step 5
Annual Salary	\$133,348	\$162,073
5% Education Supplement (if eligible per CAN MOU)	\$6,667	\$8,103
<b>Total</b>	<b>\$140,015</b>	<b>\$170,176</b>



### Wellness

San Joaquin County is dedicated to providing its employees with a great benefit package and is interested in their overall well-being. Through our [SJC Engage](#) wellness program, San Joaquin County employees and eligible dependents are offered support in the way of various workshops, courses, and programs in areas such as Physical and Mental Wellness, Professional Wellness, and Financial Wellness. Employees also enjoy special employee pricing through Perks at Work.



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### Typical Duties

- Determines need for clinical education in area of specialty; provides clinical education programs through presentation, community education, and/or in-service sessions; provides orientation for new nursing personnel; organizes and directs nursing rounds and teaching of nursing staff; plans, organizes, implements, and participates in outreach educational programs for community hospitals.
- Acts as a liaison between the nursing division and medical staff, outside agencies, and affiliated universities; attends meetings; participates on committees; participates in professional organizations to maintain level of expertise in clinical specialty; may speak before community groups regarding area of clinical specialty.
- Consults with patient care team members to coordinate the intra-area delivery of nursing care, including planning patient care prior to admission and after discharge or transfer to another nursing care area
- Participates in the development of procedures within area of specialty; keeps records; reviews current literature, conducts research, attends seminars and maintains memberships in professional organizations; uses performance improvement model to improve advanced clinical practice and care; writes reports; prepares handbooks and other informative literature.
- Coordinates and participates in the delivery of patient care in a specialized nursing unit; assesses and intervenes in complex health care problems within clinical specialty area; selects, uses and/or evaluates technology, products, and devices appropriate to specialty area; manages populations of clients with disease states and non-disease based etiologies to improve and promote health care outcomes.
- Provides clinical expertise and performs consultative functions in multiple healthcare settings; makes recommendations in area of clinical specialty to health care professionals, patients, and health care organizations, uses evidence-based clinical practice to develop methods and to improve patient care and patient care outcomes.

### Typical Duties

- Provides clinical leadership; demonstrates and implements mastery in related clinical theories, professional development, and changes affecting the profession and community.

### Minimum Qualifications

**Education:** Possession of a Master's degree in nursing which meets the State of California Clinical Nurse Specialist requirements.

**Experience:** Two years full time experience as a registered nurse.

**Special Requirement:** Nursing experience required in area of clinical nurse specialization, depending upon the area of assignment.

#### **License & Certificate:**

1. Valid certification as a Clinical Nurse Specialist issued by the State of California.
2. Current registration as a nurse in the State of California.
3. Possession of a valid California driver's license.

### Application Submittal

Resumes will not be accepted in lieu of an application. Completed application package including supplemental questionnaire must be submitted by the final filing date. This recruitment will be Open Until Filled.

**Final Filing Date:** Open until filled  
**Apply online at [jobapscloud.com/sjq](https://jobapscloud.com/sjq)**

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**SAN JOAQUIN**  
— COUNTY —  
*Greatness grows here.*

# Supplemental Questionnaire

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## Supplemental Questions

**In addition to the standard application, responses to the following questions will be required:**

- 1. Describe your experience developing and managing a Case Management program in an acute care hospital. Include the size of the hospital, the departments for which you worked, your role in the process, and the timeline for the implementation of the program.*
- 2. Describe your supervisory and management experience in an acute care hospital. Include the number of staff supervised, their titles, and functions.*
- 3. Provide examples of changes you directly implemented in your organization. Describe the process and the operational outcome of these changes.*
- 4. Provide an example of a policy you developed and the process by which it was rolled out to the department or organization.*
- 5. Describe a project in which you had to work collaboratively with a multidisciplinary team. Include your role, any issues encountered and how they were resolved, and the outcome of the project.*
- 6. Describe your experience interpreting federal and state regulations, contracts, or agreements.*