



## **Classification Description**

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**Job Title: Clinical Coordination and Lab  
Manager, Nursing**

**Pay Grade: 119**

**Job Code: 4055**

**FLSA Status: Exempt**

### **Job Purpose**

This position is an essential component of the AS Nursing Program. This position is responsible for professional work in coordinating, implementing, and supervising clinical support for the Nursing program within the School of Health Professions. The Clinical Coordination and Lab Manager will also manage the assigned campus's nursing labs to provide an inclusive environment for nursing students to learn and practice essential nursing skills. This is a 12- month (243 duty day) position.

### **General Responsibilities**

#### **Essential Functions**

Oversees the acquisition, hiring and scheduling of clinical affiliates and sites FSW Nursing campuses. Assures that the clinical sites and Clinical Associates selected for instructional opportunities satisfy the learning objectives of the Nursing Program.

Collaborates with campus-specific faculty and staff in developing and coordinating clinical schedules.

Collaborates with and assists Clinical Coordination Team members to ensure a College-wide, seamless clinical coordination process.

Recruits, interviews, and provides orientation guidance to clinical associates. Facilitates the accurate and timely completion of hiring packets for Clinical Associates. Provides orientation guidance and direction to Clinical Associates.

Facilitates the timely and accurate completion of College and facility-specific onboarding requirements.

Arranges clinical experiences at FSW Nursing affiliated clinical sites with the assistance of administrative staff to ensure the quality, quantity, and appropriateness of student learning experiences align with the FSW vision and mission.

Performs as a liaison with clinical sites which are used for extramural clinical or laboratory educational experiences.

## CLINICAL COORDINATION AND LAB MANAGER, NURSING

Visits facility leaders regularly to ensure consistent conformity to College, facility, and accreditation guidelines. Creates a calendar to ensure all clinical partners are visited to build relationships and obtain feedback on FSW students.

Communicates regularly with the Program Director, ASN regarding student clinical experiences in nursing laboratories and at external clinical sites.

Tracks and monitors eligibility criteria for student clinical placements according to program policies and requirements of each affiliate site.

Regularly communicates with faculty.

Participates in departmental, committee and other College meetings to support the development of assigned programs.

Maintains oversight of all aspects of the clinical coordination process and assures continuity.

Assures timely completion and submission of facility-specific documentation.

Oversees the Nursing Lab and creates the “Open Laboratory Schedule”.

Oversees the Nursing Lab to ensure an inclusive environment for learning, practicing essential skills, and ensuring remediation is available to students.

Provides a safe lab environment, including developing and ensuring safety processes and procedures are achieved.

Regularly communicates with Program Director, ASN and department administration to assure student, program, and regulatory requirements are met.

Performs other duties as assigned.

These essential job functions are not to be construed as a complete statement of all duties performed; employees will be required to perform other job-related duties as required. An employee with a disability is encouraged to contact the Human Resources Office to evaluate the job in greater detail in order to determine if she/he can safely perform the essential functions of this job with or without reasonable accommodation.

### **Knowledge, Skills and Abilities**

#### **Minimum Qualifications**

Baccalaureate degree from a regionally accredited institution of higher education in a health-related field.

Current unencumbered licensed Registered Nurse in good standing.

Five (5) years of full-time related professional and clinical work experience.

## CLINICAL COORDINATION AND LAB MANAGER, NURSING

Ability to independently travel to all FSW campuses in Lee, Charlotte, Collier and Hendry counties and other locations for College business.

Demonstrated experience using a personal computer, office software such as MS Office and electronic mail.

Demonstrated ability to:

- Think critically and creatively, have a high standard of integrity, and be motivated to incorporate best practices into the organizational culture.
- Exhibit a thorough knowledge of policies, procedures, and outside regulations pertaining to the position.
- Possess a working knowledge of operational and fiscal analysis techniques.
- Make presentations in front of various group sizes.
- Take initiative and independently plan, organize, coordinate and perform work in various situations where numerous and diverse demands are involved.
- Anticipate, investigate, and analyze problems and address them proactively.
- Communicate effectively, both orally and in writing.
- Establish and maintain effective working relationships with faculty, staff, students and the public.
- Work in a fast-paced, demanding environment.
- Work independently and follow through on assignments.
- Exhibit solid organizational skills and be detail oriented.
- Work with a variety of constituencies and be willing to contribute to a team effort.
- Exercise discretion and good judgment at all times and in all contexts and maintain confidentiality.
- Work effectively with all constituencies of the College.
- Collect, organize, analyze and present information in a meaningful manner.
- Collaborate and be effective working with diverse populations.

### **Critical Skills/Expertise**

All employees are expected to:

- Promote a common purpose consistent with stated College goals and demonstrate a commitment to students and the learning environment.
- Possess the knowledge of general written standards and procedures utilized, and have the ability to read, interpret, and follow procedural and policy manual related to the job tasks.
- Demonstrate the ability to respond to supervision, guidance and direction in a positive, receptive manner and in accordance with stated policies.
- Provide quality customer service by creating a welcoming and supportive environment.
- Present a professional image in word, action and attire.
- Demonstrate professionalism in dealing with a diverse population while understanding and respecting each other's view of the world, personalities and working styles.
- Conduct oneself in a manner consistent with the College's standards of ethical conduct.
- Apply effective techniques to create working relationships with others to achieve common goals; successfully communicates and collaborates with others to achieve goals.
- Demonstrate skills necessary to look at situations and processes critically to make recommendations for improvement.

**Work Conditions/Physical Demands/Special Conditions**

- Physical: Routinely requires the ability to see, hear, and speak. Routinely requires sitting, bending, stooping, walking. On occasion, incumbents may be required to lift 20 or more pounds.
- Environmental: Normal general office.
- Mental: Routinely requires the ability to interpret, analyze and perform critical thinking skills.

Approved: December 16, 2022. Revised: July 1, 2023, July 1, 2024, July 12, 2024, and October 14, 2024.