

Sample Job Description for Recruitment of APRNS

Job Title	<p style="text-align: center;">Nurse Practitioner Nurse Midwife</p> <p style="text-align: center;">Nurse Anesthetist Clinical Nurse Specialist</p> <p><i>Guidance on specialization terminology:</i> Additional specialty specification may be used by adding on the APRN certificate titles. See Certification Section for more information.</p> <p><i>Guidance on terminologyⁱ:</i> The general title of “Advanced Practice Provider” may be used to describe APRNs and PAs. Terms “mid-level provider” and “physician extender” limit patient understanding of the APRN role, misrepresent the work of the APRN, and limit interprofessional team understanding of the APRN role. See the AANP, Use of Terms link in the reference section for more information.</p>
Organization specific fields:	<p>Job ID: Location: Street Address: Category:</p>
Job Description and Essential Functions:	<p><i>Standards of careⁱⁱ and scope of APRN practiceⁱⁱⁱ, in detail, include the following:</i></p> <p>Process of Care</p> <ul style="list-style-type: none"> • The APRN utilizes the scientific process and national standards of care as a framework for managing patient care. This process includes the following components: • Assessment of Health Status • Diagnosis • Development of a treatment plan • Implementation of a treatment plan • Follow up and evaluation of the patient status <p>Care Priorities</p> <p>The APRN’s practice model emphasizes patient and family education; facilitation of patient participation in self-care; promotion of optimal health; provision of continually competent care; facilitation of entry into the health care system; and the promotion of a safe environment.</p> <p>Interdisciplinary and Collaborative Responsibilities</p> <p>Accurate and Timely Documentation of Patient Status and Care</p> <p>Responsibility as Patient Advocate</p> <p>Quality Assurance/Quality Improvement</p> <p>Continuing Competence</p> <p>Support research or engage in evidence based practice</p>

Guidance on job description: According to the AANPⁱⁱⁱ, the scope of practice is described as licensed, independent practitioners who practice in ambulatory, acute and long-term care as primary and/or specialty care providers. These providers:

- Are experts in health promotion and disease prevention.
- Assess, diagnose, treat and manage acute episodic and chronic illnesses.
- Order, conduct, supervise, and interpret diagnostic and laboratory tests; prescribe pharmacological agents and non-pharmacologic therapies; and teach and counsel patients, among other services.

As licensed, independent clinicians, [APRNs] practice autonomously and in coordination with health care professionals and other individuals. They may serve as health care researchers, interdisciplinary consultants and patient advocates. [APRNs] provide a wide range of health care services to individuals, families, groups and communities.

Education	Formal education with a graduate degree or post-graduate certificate (either postmaster's or post-doctoral). Examples include MS in Nursing, Doctor of Nursing Practice (DNP), or post-graduate certificate.															
Required Certification and Licensure	<ul style="list-style-type: none"> • Active license, in good standing, as APRN in this state, in one of the APRN roles; and • Active national certification in one (or more) of the APRN roles with the desired population foci • Active NPI number <table border="1" data-bbox="349 420 1518 1102"> <thead> <tr> <th data-bbox="349 420 527 525">APRN role</th> <th data-bbox="527 420 787 525">Nurse Practitioner (NP)</th> <th data-bbox="787 420 1015 525">Nurse Anesthetist (CRNA)</th> <th data-bbox="1015 420 1291 525">Certified Nurse Midwife (CNM)</th> <th data-bbox="1291 420 1518 525">Clinical Nurse Specialist (CNS)</th> </tr> </thead> <tbody> <tr> <td data-bbox="349 525 527 955">Population Foci tied to Licensure</td> <td data-bbox="527 525 787 955">-Family Adult/Gerontology -Neonatal -Pediatrics -Women's Health -Psychiatric Mental Health</td> <td data-bbox="787 525 1015 955">-Family/ Across the Lifespan</td> <td data-bbox="1015 525 1291 955">-Primary, preconception, gynecologic, antepartum, intrapartum, and post-pregnancy care of women. -Provision of care for newborns immediately after birth up to 28 days of life</td> <td data-bbox="1291 525 1518 955">-Pediatric -Adult-Gerontology -Adult Psychiatric Mental Health -Psychiatric Mental Health Across Lifespan</td> </tr> <tr> <td data-bbox="349 955 527 1102">Setting</td> <td data-bbox="527 955 787 1102">-Acute Care -Primary Care</td> <td data-bbox="787 955 1015 1102">Certification extends to both Acute and Primary Care</td> <td data-bbox="1015 955 1291 1102">Certification extends to both Acute and Primary Care</td> <td data-bbox="1291 955 1518 1102">Certification extends to both Acute and Primary Care</td> </tr> </tbody> </table> <p data-bbox="349 1102 1518 1207"><i>APRN must have alignment between education, certification, and the population and setting of care.</i></p> <p data-bbox="349 1207 1518 1312"><i>Additional specialties may be added on on-top of the above population foci. Examples include: Oncology, nephrology, orthopedics, palliative, functional medicine, wound care, diabetes management.</i></p> <p data-bbox="349 1312 1518 1619">Examples of certifications: Family Nurse Practitioner, Certified Nurse Midwife, Adult Health Clinical Nurse Specialist. Detailed certification titles may be reviewed through the following websites. ANCC NP and CNS certifications: https://www.nursingworld.org/our-certifications/ AANP-Cert NP certifications: https://www.aanpcert.org/certifications PNP: https://www.pncb.org/ CNM: https://www.amcbmidwife.org/amcb-certification CRNA: https://www.nbcna.com/continued-certification</p>	APRN role	Nurse Practitioner (NP)	Nurse Anesthetist (CRNA)	Certified Nurse Midwife (CNM)	Clinical Nurse Specialist (CNS)	Population Foci tied to Licensure	-Family Adult/Gerontology -Neonatal -Pediatrics -Women's Health -Psychiatric Mental Health	-Family/ Across the Lifespan	-Primary, preconception, gynecologic, antepartum, intrapartum, and post-pregnancy care of women. -Provision of care for newborns immediately after birth up to 28 days of life	-Pediatric -Adult-Gerontology -Adult Psychiatric Mental Health -Psychiatric Mental Health Across Lifespan	Setting	-Acute Care -Primary Care	Certification extends to both Acute and Primary Care	Certification extends to both Acute and Primary Care	Certification extends to both Acute and Primary Care
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Additional Certification, Licensure and Practice Options	<ul style="list-style-type: none"> • Prescriptive Authority - (non-controlled legend drugs) – Board of Nursing (BON) and State Narcotics Enforcement Division Oral Code • DEA and State Narcotics Enforcement Division Prescriptive Authority • Accept Medicare and Medicaid • Other certifications as needed for the intended role and to ensure safe prescribing practices (BLS, ACLS, and/or specialty APRN certifications) 															

Required Qualifications/ Work Experience	<ul style="list-style-type: none"> To be determined by employer. May include certifications or work exposure to practice area.
Desired/ Preferred Qualifications	<ul style="list-style-type: none"> To be determined by employer. May include certifications or work exposure to practice area.
Business Overview	<ul style="list-style-type: none"> To be provided by employer

References:

[Hawai'i State Center for Nursing](#)

APRN consensus model <https://www.ncsbn.org/739.htm>

ⁱ AANP. (2015a). Use of Terms Such as Mid-level Provider and Physician Extender. <https://www.aanp.org/advocacy/advocacy-resource/position-statements/use-of-terms-such-as-mid-level-provider-and-physician-extender>

ⁱⁱ AANP. (2013). Standards of care. <https://www.aanp.org/advocacy/advocacy-resource/position-statements/standards-of-practice-for-nurse-practitioners>

ⁱⁱⁱ AANP. (2015b) Scope of Practice. <https://www.aanp.org/advocacy/advocacy-resource/position-statements/scope-of-practice-for-nurse-practitioners>