

POSITION DESCRIPTION

Department: Lake Chelan Health Clinics	
Title: Registered Nurse Clinical Supervisor	
Date Created: 11/13/2025 Next Review Date: 11/13/2027	Reports to: Practice Manager III Approved by:  Marcus Miller (Dec 18, 2025 15:07:19 PST) (Administrative Dept. Signature)

POSITION STATUS: ☒ Hourly ☐ Salaried

POSITION SUMMARY

The Registered Nurse Clinical Supervisor is responsible for overseeing clinical support staff, coordinating patient care, and ensuring compliance with healthcare regulations and organizational standards. This role combines clinical expertise with leadership responsibilities to maintain high-quality patient care and foster a positive, collaborative work environment. The Registered Nurse Clinical Supervisor is also responsible for developing and maintaining a high-quality training program for clinical support staff.

DUTIES & RESPONSIBILITIES

- **Clinical Care:** Provides support for quality clinical care.
- **Patient Satisfaction:** Collaborating with others to create a patient-centered environment.
- **Staff Engagement:** Work directly with the Practice Manager to ensure staff quality, development, and retention.
- **Safety:** Identifying and resolving safety problems, such as equipment maintenance issues.
- **Emergency Response:** Leading in emergency situations and ensuring staff respond to emergency calls in a timely manner.
- **Documentation:** Reviewing nursing, medical assistant, and certified nursing assistants' documentation and maintaining clinic and hospital policy standards.
- **Education:** Providing education and training to staff on nursing protocols and best practices. Providing hands-on training, side by side with clinical staff.
- **Communication:** Communicating with residents, families, and healthcare providers.
- **Compliance:** Ensuring compliance with regulatory requirements, regulations, and standards that govern healthcare delivery, patient safety, and data privacy.
- **Quality:** Expected to actively participate in Quality Improvement Initiatives. Improvement is an ongoing process, not a one-time effort.
- **In-the-moment:** Provide leadership, coaching, and performance management to clinical staff, to support optimal patient care, and outcomes.
- **Rounding:** Rounds frequently in all patient care areas to provide support and serve as resource as needed, particularly with surge in patient acuity or volumes; assures caregivers are getting meals and rest breaks appropriately and timely.
- **Healing environment:** Supports a healing environment by consistently modeling Lake Chelan Health values and behavioral expectations and maintaining a quiet, clean, uncluttered environment; provides coaching to other caregivers to do the same.

QUALIFICATIONS

1. Must hold a valid Registered Nurse (RN) license in the state of Washington.
2. Current BLS certification or obtain within 30 days of hire.
3. Excellent critical thinking, organizational, interpersonal relationships, and verbal and written communication skills.
4. Must be able to provide leadership to staff, prioritize, and think clearly and quickly.



Our Values

The Values at Lake Chelan Health provide fundamental guidance to all staff in creating an exemplary patient experience and a wonderful environment for staff to care for our community. The Values of Lake Chelan Health ensure we consistently meet our Mission: *To Provide the highest quality healthcare with compassion and respect to the community we serve.* The Values at Lake Chelan Health Support our just culture – one of an accountable organization, that develops strong systems, treats all staff with respect and equity, with employees that are accountable for their choices while reporting errors and system vulnerabilities. Our values guide the way we interact with our employees at all levels and across all disciplines – framing the way we interact with our patients.

Vision: To improve community health and make our regional a better place to live.

Mission: To provide the highest quality healthcare with compassion and respect to the community we serve.

Values: Relationships, Integrity, Compassion, Respect, Excellence

Relationships

We hold relationships as a foundational value for all interactions. We seek first to understand in all relationships – patients, coworkers, and our community.

At Lake Chelan Health we will:

- Place the highest value on developing and maintain sincere relationships with those we interact with.
- Expect more from ourselves than we expect from others.
- Empower each other to carry out tasks and actions.
- Foster growth and improvement in our peers and our teams
- Include those closest to the problem when making decisions.
- Create a working environment that encourages working to the “top of one’s license”.
- Seek to create a working environment that we enjoy, and patients trust.

Integrity

We demonstrate strong behavioral and ethical standards. We are accountable to our community, our peers, and our community to these high standards in all our actions.

At Lake Chelan Health we will:

- Always do the right thing for our patients and their families.
- Work to earn the trust of those we serve.
- Communicate in an open and honest manner with the highest of ethical standards.
- Trust others while seeking – allowing – and expecting open and honest feedback.

Compassion

We treat every interaction with compassion, valuing every experience and story that our patients and their families bring with them. We seek to heal the whole person – not just

At Lake Chelan Health we will:

- Treat each patient, family, and caregivers with kindness and caring.
- Be respectful and understanding of the needs of our diverse community.
- Treat all of those we serve with humility, equity, and understanding.
- Provide care with grace and humanity.

Respect

We place a priority equality and inclusion on a daily basis, honoring the dignity and worth of each individual.

At Lake Chelan Health we will:

- Honor our differences, regardless of issue.
- Celebrate the accomplishments of those we work with.
- Interact with humility and understanding.
- Be open -minded and appreciate the perspectives and life experiences of all.
- Acknowledged and celebrate diversity in our community and our organization.
- Will encourage transparency – encourage constructive identification of problems and will take concerns directly to those involved.
- Communicate expectations clearly, dealing with content not assumptions.

Excellence

We demonstrate a full commitment to providing the highest level of quality and value in all aspects of the work we perform, operational, clinical, governance, financial, and relational.

At Lake Chelan Health we will:

- Expect quality and excellence for ourselves and those we interact with.
- Exemplify just culture, focusing on improving systems – and treating staff equitably.
- Report errors – and systems issues – provide solutions to improve, and not blame.
- Seek opportunities for continuous improvement in all our works.
- Use education and training as the foundation for improvement.

PHYSICAL REQUIREMENTS ANALYSIS

Department: Lake Chelan Health Clinics **Job Title:** Registered Nurse Clinical Supervisor

Mark all responses using the following codes:

N = Never

O = Occasionally, represents 1 to 33% or 1 to 2 hours of an 8-hour workday

F = Frequently, represents 34 to 66% or 2.5 to 5.5 hours of an 8-hour workday

C = Continuously, represents 67 to 100% or 6 to 8 hours of an 8-hour workday

N	O	F	C	PHYSICAL ACTIVITY
☐	☐	☒	☐	Walking
☐	☐	☒	☐	Sitting/Standing
☐	☒	☐	☐	Reaching: Shoulder Height
☐	☒	☐	☐	Above Shoulder Height
☐	☒	☐	☐	Below Shoulder Height
☐	☒	☐	☐	Climbing
☐	☒	☐	☐	Pulling/Pushing: 25 pounds or less
☐	☒	☐	☐	25-50 pounds
☐	☒	☐	☐	Over 50 pounds
☐	☒	☐	☐	Lifting: 25 pounds or less
☐	☒	☐	☐	25-50 pounds
☐	☒	☐	☐	Over 50 pounds
☐	☒	☐	☐	Carrying: 25 pounds or less
☐	☒	☐	☐	25-50 pounds
☐	☒	☐	☐	Over 50 pounds
☐	☒	☐	☐	Crawling/Kneeling
☐	☒	☐	☐	Bending/Stooping/Crouching
☐	☒	☐	☐	Twisting/Turning
☐	☒	☐	☐	Repetitive Movement

PHYSICAL EXPOSURE: (mark where applicable with "X")

☐ Unprotected heights

Lighting: ☐ Bright

☐ Dim

☐ Mechanical hazards

☐ Hazardous substances

☒ Infectious diseases

Harmful physical agents:

☐ Heat/Cold

☐ Noise

☐ Ionizing/non-ionizing radiation

ACCEPTABLE MINIMUM PHYSICAL ABILITY:

Vision:

☐ Good

☒ Correctable

☐ Blind

Color Vision:

☒ Normal

☐ Impaired

Hearing:

☒ Normal

☐ Moderate Loss

☐ Deaf

Manual Dexterity:

☒ Good

☐ Fair

Talking/Speech:

☒ Normal

☐ Moderate Loss

☐ Mute

DISCLAIMER STATEMENT

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified, nor do they address the performance standards that must be maintained.

EMPLOYEE:

I have read and understand the duties and responsibilities of this position. I have reviewed and agree to the contents of this position description, and I am able to perform the job functions and meet the physical requirements without restriction(s):

Employee Signature

Date

Job Description: RN Clinical Supervisor Dec. 2025

Final Audit Report

2025-12-19

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