



STATE OF NORTH CAROLINA
invites applications for the position of:

Nurse Consultant I

JOB CLASS TITLE: Nurse Consultant I

POSITION NUMBER: 60080734

DEPARTMENT: Dept of Insurance

DIVISION/SECTION: Industrial Commission

SALARY RANGE: \$48,051.00 - \$86,431.00 Annually

RECRUITMENT RANGE: \$48,051.00 - \$52,000.00

SALARY GRADE / SALARY GRADE EQUIVALENT: GN13

COMPETENCY LEVEL: Not Applicable

APPOINTMENT TYPE: Permanent Part-Time

WORK LOCATION: Wake County

OPENING DATE: 01/16/19

CLOSING DATE: 01/23/19 5:00 PM Eastern Time

DESCRIPTION OF WORK:

"Position is being reposted and previous applicants do not need to reapply and are still being considered. "

MAXIMUM RECRUITMENT SALARY - \$52,000
30 hour per week Permanent position

The North Carolina Industrial Commission is charged with the administration and adjudication of workers' compensation and state tort claims in accordance with the North Carolina Workers' Compensation Act and Chapter 143 of the North Carolina General Statutes. Currently, the Industrial Commission handles approximately 65,000 new claims per year, which results in some 9,000 mediations, over 1,500 evidentiary hearings and 500 appeals to the Full Commission.

The Workers' Compensation Nurses Section, as a unit of the North Carolina Industrial Commission (NCIC), provides medical rehabilitation services to injured workers covered by the NC Workers' Compensation Act. The Nurses Section has the responsibility to assist the injured worker in attaining physical and mental restoration to his/her highest level of ability. This is accomplished through interviews and observations; assessment and planning; communication, coordination and counseling. The utilization of specialized facilities, professionals, and community resources is a routine part of this rehabilitation process.

Referrals are accepted for workers who sustain injuries which may be of lasting duration and/or are severe enough to constitute a problem with reemployment. Referrals are accepted from external and internal sources, preferably by utilization of appropriate referral forms, but may be made verbally when urgency and/or necessity warrants. These referrals are received from a variety of course including injured workers, employers, insurance carriers, attorneys, Industrial Commission Staff, medical care providers, or any other involved party.

The Nurse Consultants provide consultative work to a variety of Workers' Compensation audiences, including injured workers, insurance carriers, attorneys, rehabilitation professionals,

and health care providers. They provide expert advice and consultation within

KNOWLEDGE, SKILLS AND ABILITIES / COMPETENCIES:

- **Technical Knowledge:** Knowledge of professional nursing theory, techniques, practices and procedures; considerable knowledge of medical terminology, disease process and body systems, current clinical diagnostic procedures and treatments, and skills in applying these areas of knowledge in a review; considerable knowledge of nursing theories, techniques and practices in the areas of physical medicine, occupational medicine, orthopedics, neurology, urology and psychiatry; general knowledge of state rules and regulations governing financial reimbursement within the Workers' Compensation system; general knowledge of professional nursing care practices and principles across the nursing continuum; comprehensive knowledge of the state rules and regulations governing the practice of medical and vocational rehabilitation under the NC Workers' Compensation Act, specifically the NC Industrial Commission Rules for Utilization of Rehabilitation Professionals in Workers' Compensation Claims; thorough knowledge of Nurses Section and NCIC philosophies, policies, procedures and rules.
- **Critical Thinking:** Ability to assess and interpret medical and clinical information from a patient chart. Ability to organize, develop and make thorough detailed assessment of injured worker's needs. Ability to evaluate a plan of nursing and rehabilitation intervention to meet the needs of injured workers. Ability to make accurate decisions based upon the review of medical records. Ability to make recommendations for improvements in nursing and rehabilitation services, including formulating effective plans with realistic short-term and long-term goals.
- **Consulting/Advising:** Ability to provide advice and counsel to parties involved in the Workers' Compensation rehabilitation process. Ability to provide guidance and feedback to help patients, their families, their legal representatives, the medical and rehabilitation providers, their employers, and their insurance representatives to strengthen their understating of an capacity to deal with health issues related and unrelated to occupational injuries and illnesses.
- **Client/Customer Service:** Ability to develop and maintain professional relationships with injured workers, their families, their legal representatives, their medical and rehabilitation providers, their employers, and their insurance representatives involved in the rehabilitation process by listening, understanding and responding to identified needs.
- **Communication:** Ability to establish and maintain effective communications and work relationships with physicians, health care personnel, patients and families, agencies directing review programs, and others. Ability to convey information accurately, clearly and concisely, either verbally or in writing, regarding the disease process and the level of care and services being rendered to ensure that the intended audience understands the information and the message. Ability to effectively advocate for the most cooperative cost-effective services available to the injured worker given the treatment plan. Ability to listen and respond appropriately to others.

MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

Licensed to practice as a Registered Nurse in the State of North Carolina and two years of experience in the area of specialization.

Education and Experience Recommended

Graduation from an accredited RN Program and five years of recent experience in a Rehabilitation Hospital, Industrial, Occupational, or Public Health setting, or equivalent combination of education and experience, or Bachelor of Science degree in Nursing from an accredited RN Program, and at least three years of recent experience in a Rehabilitation Hospital. Industrial, Occupational or Public Health setting or related setting. Evidence of recent participation in continuing education activities related to the provision of nursing care and rehabilitation. Possession of an active certification in at least one of the listed specialties found in the NC Industrial Commission Rules for Utilization of Rehabilitation Professionals in Workers' Compensation Claims, meeting the requirements for the Qualified Rehabilitation Professional (QRP) under Section IV.D.1., is highly recommended.

License or Certification Required by Statute or Regulation

Possession of a current North Carolina license to practice as a Registered Nurse.
Possession of an active certification in at least one of the listed specialties found in the NC Industrial Commission Rules for Utilization of Rehabilitation Professionals in Workers' Compensation Claims, meeting the requirements for the Qualified Rehabilitation Professional (QRP) under Section IV.D.1.
Possession of a current NC driver's license for the use of a permanently assigned state vehicle.

SUPPLEMENTAL AND CONTACT INFORMATION:

Academic Degrees must be from appropriately accredited institutions and will be verified. If you are selected for a position at IC/DOI, your academic credentials will be verified.

To receive credit for your work history and credentials, you must list the information on the State Application. Any information omitted from your application cannot be considered for qualifying credit.

The Department of Insurance/Industrial Commission will conduct criminal history checks of all job applicants recommended for employment. Failure to accurately acknowledge information on criminal convictions on the state application form will be grounds for non-consideration of applications, disciplinary action, and possible criminal prosecution.

The Department of Insurance/Industrial Commission uses the merit-based recruitment and selection plan to fill positions subject to the State Personnel Act with the most qualified individuals.

CONTACT: HR RECRUITMENT COORDINATOR (919) 807-6045.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.oshr.nc.gov/jobs/index.html>

Position #18-13867
NURSE CONSULTANT I
DP

NOTE: Apply to the department listed on posting
An Equal Opportunity Employer, NC State Government
