

Clinical Preceptor Role Description

Summary: The role of a preceptor is to teach, support, counsel, coach, evaluate and serve as a role model for new and existing NKC clinical employees. Training new clinical employees at different clinic locations may be requested by leadership as needed to support the needs of the organization.

Essential Functions: To accomplish this job successfully, an individual must be able to perform, with or without reasonable accommodation, each essential function satisfactorily. Reasonable accommodation may be made to help enable qualified individuals with disabilities to perform the essential functions.

Duties and Responsibilities:

- Facilitate and help new and current team members meet the essential functions of the dialysis technician (DT) and or Registered Nurse (RN) role in dialysis.
- Follows NKC practices, policies and procedures.
- Serve as a role model, provide leadership and demonstrate professionalism.
- Serve as a resource by guiding new and current employees to appropriate resource materials and management when appropriate.
- Guide and assist new employees in the integration into NKC culture and environment.
- Nurture, support and guide new and current team members through training and mentoring.
- Monitor time management and productivity of new and current team members.
- Provide feedback from the training and mentoring process to Clinic Manager.
- Work at different NKC clinic locations as needed to facilitate proper training of new employees.
- Collaborates with NKC Clinical Education team and other departments as needed to provide organized training and support.
- Attends quarterly preceptor meetings and monthly support calls regularly.
- Remains current with trends and best practices in areas of responsibility and overall patient safety procedures in dialysis.
- Observe patients and assess their general condition, measure and record vital signs.
- Participates in monthly QAPI activities as requested by clinic management.
- Promote the adoption and achievement of clinic and organizational goals.
- Other duties within scope of practice as assigned by Clinic Manager.

EDUCATION AND EXPERIENCE:

Minimum Required Qualifications

- Current WA state Hemodialysis technician certification and National Certification, Hemodialysis Technician (CCHT/CHT) or Licensed, unencumbered registered nurse in state of WA.
- One year of clinical experience in dialysis caring for patients within the last 3 years.
- Annual performance rating of 4 or (3 with Clinical Director letter of recommendation)



- Completion of Preceptor Orientation & Onboarding Program

Preferred Qualifications

- Three years of recent clinical experience in dialysis caring for patients
- One year of training experience in a clinical setting

*Please note, the clinical preceptor role description **does not** replace or serve as the official job description for any clinical position held at Northwest Kidney Centers. This form is in addition to the job description.*

Preceptor Signature _____ Date _____

Manager Signature _____ Date _____