



## Career Service Authority

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# Critical Care Respiratory Specialist

### GENERAL STATEMENT OF CLASS DUTIES

Performs lead work formulating care plans for patients receiving critical care.

### DISTINGUISHING CHARACTERISTICS

The Critical Care Respiratory Specialist is distinguished from Critical Care Respiratory Supervisor which formulates care plans for patients on general medical/surgical floors and supervises personnel involved in the delivery of respiratory therapy services. This class is distinguished from Respiratory Therapist which provides respiratory care to patients with deficiencies in their cardiopulmonary systems in order to correct or rehabilitate deficiencies which may include performing assistance in critical care treatments. In addition, this class is distinguished from Respiratory Therapy Technician which provides respiratory care to patients at Denver Health Medical Center with deficiencies in their cardiopulmonary systems.

#### ***Guidelines, Difficulty and Decision Making Level:***

Guidelines are generally but not always clearly applicable, requiring the employee to exercise judgment in selecting the most pertinent guideline, interpret precedents, adapt standard practices to differing situations, and recommend alternative actions in situations without precedent.

Duties assigned are generally complex and may be of substantial intricacy. Work assignment is performed within an established framework under general instructions but requires simultaneous coordination of assigned functions or projects in various stages of completion.

Employee is responsible for determining time, place, and sequence of actions to be taken. Unusual problems or proposed deviations from guidelines, practices, or precedents may be discussed with the supervisor before being initiated.

#### ***Level of Supervision Received and Quality Review:***

Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness, and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

#### ***Interpersonal Communications and Purpose:***

Contacts with the public or employees where explanatory or interpretive information is exchanged, defended, and gathered and discretion and judgment are required within the parameters of the job function.

-OR-

Contacts with people under stress or emergency conditions where an immediate service is rendered according to established procedures or instructions.

***Level of Supervision Exercised:***

Leads two or more employees.

**ESSENTIAL DUTIES**

Develops therapeutic goals, formulates care plans for patients receiving treatment from other therapists, provides guidance to therapist in carrying out ongoing treatment, and resolves care problems.

Assists the Director of Respiratory Therapy with the development of policies, procedures, and treatment protocols.

Manages patients receiving mechanical ventilation and determines criteria to judge the appropriateness of therapeutic intervention.

Assists the Director of Respiratory Therapy by collecting and reporting information on the status and progress of work in intensive care units and recommends modifications when necessary.

Performs pulmonary assessment of medical/surgical patients.

Performs routine complex calculations of hemodynamic data from monitoring devices.

Acts as a consultant in assisting medical/surgical residents with patient care problems.

Conducts lectures and in-service training on medical treatment and the use of specialized equipment.

Reviews advancements in the intensive care unit and respiratory care equipment/devices, evaluates performance of new intensive care unit respiratory equipment, and makes recommendations for purchase.

Conducts and/or attends rounds with medical staff in various care units to assure quality control.

Participates in the evaluation of employee's performance by providing information and feedback to the Director of Respiratory Therapy.

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Any one position may not include all of the duties listed.  
However, the allocation of positions will be determined by  
the amount of time spent in performing the essential duties  
listed above.  
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**MINIMUM QUALIFICATIONS**

***Competencies, Knowledge, & Skills:***

**Interpersonal Skills** – Shows understanding, courtesy, tact, empathy, concern; develops and maintains relationships; may deal with people who are difficult, hostile, distressed; related well to people from varied backgrounds and situations; is sensitive to individual differences.

**Integrity/Honesty** – Contributes to maintaining the integrity of the organization; displays high standards of ethical conduct and understands the impact of violating these standards on an organization, self, and others; is trustworthy.

**Reading** – Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

**Oral Communication** – Expresses information to individuals or groups effectively, taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.

**Information Management** – Identifies a need for and knows where or how to gather information and organizes and maintains information or information management systems.

**Writing** – Recognizes or uses correct English grammar, punctuation, and spelling; communicates information in a succinct and organized manner; produces written information, which may include technical material, that is appropriate for the intended audience.

**Customer Service** – Works with customers to assess needs, provide assistance, resolve problems, satisfy expectations; knows products and services; is committed to providing quality products and services.

**Teamwork** – Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works with others to achieve goals.

**Self-Esteem** – Believes in own self-worth; maintains a positive view of self and displays a professional image.

**Problem Solving** – Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.

**Stress Tolerance** – Deals calmly and effectively with high stress situations (for example, tight deadlines, hostile individuals, emergency situations, dangerous situations).

**Attention to Detail** – Is thorough when performing work and conscientious about attending to detail.

**Memory** – Recalls information that has been presented previously.

**Reasoning** – Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.

**Learning** – Uses efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development.

**Physical Demands** (Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs):

Sitting: remaining in the normal seated position.

Handling: seizing, holding, grasping, or otherwise working with hands.

Talking: expressing or exchanging ideas by means of spoken words.

Hearing: perceiving the nature of sounds by the ear.

### **Working Environment:**

Contact with patients under a wide variety of circumstances.

Exposed to patient elements.  
Handles emergency or crisis situations.  
Subject to varying and unpredictable situations.

***Education Requirement:***

Associate Degree in Respiratory Therapy.

***Experience Requirement:***

Three years of experience as a respiratory therapist including one year of experience of the type and at the level of Senior Respiratory Therapist.

***Education/Experience Equivalency:***

Additional appropriate education may be substituted for the minimum experience requirement except for the one year of experience of the type and at the level of Senior Respiratory Therapist.

***Licensure and/or Certification:***

Registration as a respiratory therapist at the time of application as determined by the National Board for Respiratory care is required.

**CLASS DETAIL**

***FLSA CODE*** Exempt

***ESTABLISHED DATE:*** 09/16/95

***ESTABLISHED BY:*** Patricia Anderson

***REVISED DATE:*** 11/29/09

***REVISED BY:*** Hameed Pousti

***CLASS HISTORY*** 09/95—The class was originally established.  
11/29/09—The spec was updated, Competencies were added, and the spec was placed in to new format.