HIMSS Nursing Informatics Community

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transforming health through IT

CNIO Job Description

As the Chief Nursing Informatics Officer (CNIO) role varies within healthcare organizations, it is essential to have a standardized job description that can be referenced for needed competencies regardless of specific job title. This document provides recommendations for a C-Suite level CNIO job description including Qualifications and Experience, Key Responsibilities, and Reporting Structure.

Qualifications & Experience

Education
- MSN or Masters in Informatics, required
- Masters in Information systems, optional
- MBA or closely related field, optional
- DNP or PhD in Nursing/Informatics, preferred

License
- Current and active RN license

Certifications
- American Nurses Credentialing Center - Nursing Informatics
- CPHIMS optional

Work Experience

	VP - Director	C-Suite
Leadership	2-3 years	5-7 years
Clinical	5 years	5 years
Informatics	3 years	5-7 years

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Key Responsibilities

Strategy/Leadership

- Serves as the strategic liaison for health IT efforts representing nursing and clinician needs.
- Creates a communications strategy and cross-organizational vision for nursing/clinical informatics in concert with the overall nursing communication strategy.
- Understands the impact of regulatory changes and interprets them for internal and external constituents.
- Develops the nursing/clinical informatics strategies related to health IT procurement, implementation, maintenance and optimization.
- Combines knowledge of patient care, informatics concepts, and change management to effectively address the information and knowledge needs of healthcare professionals and patients to promote safe, effective, and efficient use of health IT in clinical settings.
- Develops clinical systems strategies in collaboration with other senior nursing/clinical and medical informatics and operational leaders.
- Acts as a change agent in the identification, development, planning, implementation, and value measurement of informatics strategies to support quality patient care and professional practice.
- Develops and implements appropriate service delivery in collaboration with IT leadership in defining, delivering, and improving services for the enterprise and its customers.
- Incorporates nursing research and evidence-based nursing knowledge into nursing informatics practice.
- Maintains relationships with key business partners and other senior industry leaders in order to leverage best practices, evaluate emerging technologies, and distribute knowledge internally to inform plans and strategies.
- Works with vendors to proactively strategize on development and/or enhancement of clinical information system solutions to meet organizational business needs.
- Works with clinical and IT leaders in evaluating the effectiveness of technologies and workflows that impact clinical users.
- Collaborates with nurse leaders in planning and implementing program expansion and growth, including new business ventures, construction, and projects.
- Assesses evolving patient care delivery models, hospital operations, human resource processes, healthcare finance and payment models impacting the continuum of care.
- Promotes advancement of clinical and business intelligence systems capable of reporting variables to evaluate patient outcomes, to support research, and operational improvement across the continuum of care.
- Ensures a competent, technology-enabled workforce.

Quality

- Coordinates and collaborates with administrative teams, clinical leaders, information technology, financial services and quality/regulatory/risk management amongst others in the

development of high quality and innovative clinical information systems that assist the clinician in their delivery of care.

- Responsible for ensuring quality improvement efforts are consistent with promoting informatics research, regulatory bodies, and guidelines as well as evidence based practice that supports positive clinical outcomes.
- Ensures coordination and integration of standard of care practices across all clinical departments for quality patient care.
- Acts as a change agent working with nursing and clinical leadership teams in the identification, development, planning, implementation and measurement of overall informatics strategies to support quality patient care and professional practice.
- Provides critical analysis and evaluation of health IT and recommends revision of clinical systems, processes, and workflow to ensure achievement of positive patient outcomes.

Patient Safety

- Ensures that the environment, technology and infrastructure are emphasized in the prevention of medical errors and adverse events.
- Promotes the use of health IT to improve patient safety by designing, developing, implementing, and educating on decision support tools.
- Continuously collects, analyzes, and reports data in collaboration with quality on patient safety issues and outcomes.
- Works in partnership with information technology (IT) leadership to leverage predictive analytics tools to identify at-risk patients and populations.

Policy and Procedure

- Understands the impact of public policy initiatives on health IT systems and bridges new care delivery models into clinical practice
- Supports nursing leadership to implement infrastructure (policies and procedures) that supports the nursing community.
- Develops and maintains standards of care that inform evidence-based practice, quality of care, patient safety and clinician workflows.
- Implements policies, procedures and processes for data analysis.
- Ensures nursing practices and corresponding policies and procedures related to health IT follow appropriate Practice Acts, Joint Commission requirements, and other applicable regulations and standards.

Technology

- Collaborates with administration, medical staff and IT leaders to translate clinician requirements into coordinated specifications for new clinical solutions.
- Defines health IT requirements for nursing and other disciplines as they relate to the strategic plan.

- Provides leadership in the area of disaster planning and recovery strategies consistent with principles of high reliability.
- Encourages surveillance and reporting of errors where health IT is a contributing factor.
- Implements downtime readiness procedures and internal reporting regarding system response time and service level agreements for connectivity and operational effectiveness of health IT.

Reporting Structure

Respondents of the *2015 Impact of the Informatics Nurse Survey* were asked to identify to whom their clinical informatics leaders reported. The top three reporting areas for the Chief Nursing Information Officer are listed below:
- Chief Nursing Officer – 34 percent;
- Chief Information Officer – 25 percent; and
- Chief Executive Officer – 16 percent.
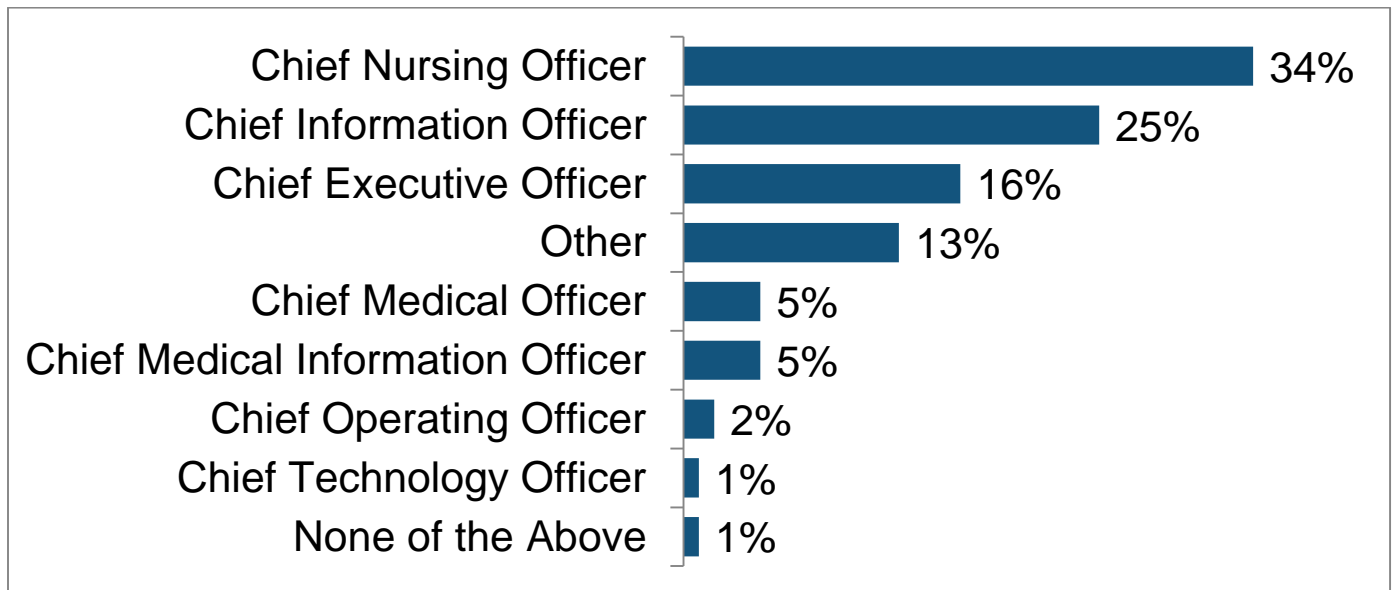
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Figure 1. Derived from the *HIMSS 2015 Impact of the Informatics Nurse Survey- CNIO Reporting Structure.*

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