



GADSDEN STATE COMMUNITY COLLEGE JOB DESCRIPTION

Initial Base
All Campuses

Created on: 2/27/2026
Revised on: 2/27/2026

Job Title	Salary Schedule	Grade	Job No.
Nursing Clinical Adjunct	Adjunct		
Reports To	FLSA Status	Grant Funded	Tenure Track
Program Director	Non Exempt	No	No

JOB SUMMARY: A nursing clinical adjunct instructor for the Associate Degree Nursing (ADN) and/or Practical Nursing (PN) program(s) is responsible for providing supervision, education, and mentoring to nursing students in the clinical setting. This role includes bridging classroom theory with real-world patient care in acute care and/or long-term care clinical environments. The clinical adjunct instructor facilitates hands-on learning experiences, ensures safety, and provides evaluative feedback on students' clinical performance.

Direct Supervisory Responsibility: YES NO

QUALIFICATIONS:

- ◆ Bachelor's degree in nursing **from an approved U.S. Department of Education accredited institution is required.** Area of clinical supervision to be defined as determined by program needs and applicant's clinical expertise.
- ◆ Current, unencumbered Alabama licensure as a registered nurse, single-state or multi-state **required.**
- ◆ Minimum of two years post-licensure experience as a registered nurse is **required.**
- ◆ BCLS certification **required**, ACLS certification preferred.

DESIRED KNOWLEDGE, SKILLS, AND ABILITIES:

- ◆ Teaching experience in the clinical setting preferred.
- ◆ Philosophy is compatible with the community college image.

ESSENTIAL DUTIES and RESPONSIBILITIES:

- ◆ Supervise clinical sessions in accordance with Gadsden State Nursing's clinical policies and procedures.
- ◆ Supervise students in the clinical setting adhering to the established clinical objectives, activities, and agency policies.
- ◆ Maintain cooperative relationships with clinical agency personnel and participate in clinical agency activities as assigned.

- ◆ Plan for and complete assigned student clinical rotations and submit clinical-related paperwork to the appropriate clinical personnel as directed.
- ◆ Provide assessment of nursing students throughout each clinical rotation utilizing the approved Nursing Student Evaluation Form. Provide regular feedback to students especially when performance improvement is necessary.
- ◆ Evaluate student progress with required clinical paperwork. Provide feedback for continued improvement and progression.

Note: The intent of this description is to provide a representative summary of the essential functions that will be required of positions given this title and should not be construed as a declaration of specific duties and responsibilities of any particular position. Employees will be assigned specific job-related duties through their hiring departments. Specific job-related duties assigned by hiring departments shall be consistent with the representative essential functions listed above and shall not be construed as expanding a particular position's role, scope, FLSA status, or grade.

Physical Demands and Work Environment:

The physical demands and work environment characteristics described below represent those that an employee may encounter and must meet to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform these essential functions.

Physical Demands:

- ◆ **Mobility:** This position requires frequent movement in acute care and/or long-term care clinical settings. The instructor must be able to stand and walk for extended periods during instruction and clinical supervision, as well as occasionally bend, reach, or assist students with clinical activities or patient care.
- ◆ **Manual Dexterity:** Regular use of hands and fingers is required for operating educational equipment, computers, and medical equipment.
- ◆ **Lifting:** Must be able to lift, move, or support equipment and instructional materials weighing up to 25 pounds, and occasionally assist with patient positioning or equipment demonstration in the clinical setting.
- ◆ **Communication:** Clear and effective verbal and written communication skills are essential for instruction, feedback, and documentation. The instructor must be able to project their voice, provide demonstrations, and communicate professionally with students, colleagues, and healthcare partners.

Work Environment:

- ◆ **Setting:** The work is performed in a variety of instructional environments including clinical facilities such as hospitals or long-term care centers. Each setting requires adherence to appropriate safety, infection control, and confidentiality standards.
- ◆ **Travel:** Travel between the college's campuses and clinical sites is required. Personal transportation and a valid driver's license are necessary.
- ◆ **Schedule:** Standard college hours are expected; however, flexibility is required to accommodate evening, weekend, or clinical assignments as scheduled by the Nursing Program Director or Dean of Health Sciences.
- ◆ **Interaction:** Regular collaboration with students, faculty, healthcare professionals, and administrative staff is essential. The instructor must maintain positive working relationships and serve as a professional role model within both academic and clinical environments.

Reviewed by: Nursing Program Director, Human Resources Director

Employee Name:

Employee Signature

Date