

# Pediatric Nursing Career Pathways



**MORE PATHWAYS  
COMING SOON!**



**Find Your Calling**



**Engage Students**



**Get Career Steps & Insights**



**IPN**

INSTITUTE of PEDIATRIC NURSING

*Supporting the Pediatric Nursing Certification Board's  
vision for a healthier world one child at a time*

**PNCB**

PEDIATRIC NURSING  
CERTIFICATION BOARD

# Certified Pediatric Nurse



Children aren't little adults. As a vulnerable population, they need specialized care from RNs with confirmed expertise in pediatrics.

Becoming a Certified Pediatric Nurse (CPN) is a professional milestone for RNs in a wide variety of settings and roles who want to demonstrate their knowledge in and commitment to pediatric nursing.



Expert in family-centered care



Skill, patience, and empathy to care for children who are frightened or in pain



Meticulous attention to detail for the rapidly changing needs and health status of children

## Keywords

- Team Player
- Critical Thinker
- Patient
- Adaptable
- Role Model
- Kid at Heart

## Career Steps

1

Obtain your nursing degree (diploma, BSN, or higher) and pass the NCLEX exam. Apply for RN licensure through your State Board of Nursing.

2

Practice a minimum of 1800 hours as a pediatric RN in the past 24 months. Use PNCB's career center to find your first job: <https://careers.pncb.org/jobseekers/>.

3

Learn about the CPN exam and create your study plan: Find resources like the exam content outline (test blueprint) and practice tests at [www.pncb.org](http://www.pncb.org). Ask your employer about their study support.

4

Apply for your exam at [www.pncb.org](http://www.pncb.org). You have a choice of delivery methods: in-person at a test center or live remote proctoring at home or other quiet place.

5

Schedule and take your exam. Official results are emailed to you within 2 to 3 weeks.

6

If you pass the exam, promote your achievement! Inform your supervisor and HR, add CPN to your name badge, and update your resume and professional development portfolio.

### References

Pediatric Nursing Certification Board:

- Steps to CPN: <https://pncb.org/cpn-certification-steps>
- The Certified Pediatric Nurse Role: <https://pncb.org/cpn-role>
- Optimizing the Health and Well-Being of America's Children: The Value of PNCB Pediatric Nursing Certification: <https://pncb.org/news/position-statement-value-pncb-certification>

### Link for further reading

- Seiter C. How To Become A Pediatric Nurse: A Step-By-Step Guide. Forbes. March 8, 2023. Accessed September 25, 2023. <https://www.forbes.com/advisor/education/become-a-pediatric-nurse/>.



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# Clinical Nurse Leader



A pediatric clinical nurse leader wants to answer questions like “Is it effective?” and “Is it efficient?” with the end goal of improving health outcomes for children, adolescents, and young adults. They identify gaps in health care, ways to decrease costs, and priorities so they can communicate findings to leaders and implement changes.



Leads efforts to make improvements and changes in processes



Curious about the “why” and “how” to uncover evidence and data



Confident communicator who can explain complex information to different audiences

## Keywords

- Finds and solves problems on the unit and beyond
- Gantt charts and flow diagrams
- Great people skills to secure leadership buy-in and financial resources to make changes happen

## Career Steps

1

Obtain your nursing degree (diploma, BSN, or higher) and pass the NCLEX exam. Obtain your RN license through your State Board of Nursing and begin practicing in pediatrics.

2

Seek your Certified Pediatric Nurse (CPN) credential from PNCB when you meet eligibility. As you grow in your role, explore ways to get involved with quality improvement projects or teams.

3

Obtain your master’s degree or post-masters certificate with a Clinical Nurse Leader Focus from an accredited university. Your program should be aligned with the American Association of Colleges of Nursing Clinical Nurse Leader Competencies.

4

Join a membership association as a student, like the Clinical Nurse Leader Association to access resources and mentors.

5

Complete a minimum of 400 program supervised clinical hours required to sit for the Clinical Nurse Leader Certification Exam. Pass the Clinical Nurse Leader certification exam.



### Links for further reading

- Drake EE, DeGennaro G, Kuhn D. Master's Prepared Clinical Nurse Leaders: 2 to 10 Years Post-Graduation. *J Nurs Care Qual.* 2022 Oct-Dec 01;37(4):307-312. Accessed September 25, 2023.  
[https://journals.lww.com/jncqjournal/fulltext/2022/10000/master\\_s\\_prepared\\_clinical\\_nurse\\_leaders\\_\\_2\\_to\\_10.4.aspx](https://journals.lww.com/jncqjournal/fulltext/2022/10000/master_s_prepared_clinical_nurse_leaders__2_to_10.4.aspx).



### References

- The American Association of Colleges of Nursing - Clinical Nurse Leader: <https://www.aacnursing.org/cnl>



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# Pediatric Nurse Practitioner



A pediatric nurse practitioner (PNP) has graduate level education to provide health care for children, adolescents, and young adults. They work in different settings like hospitals, private practice, or specialty clinics to promote overall health and well-being.



Passionate lifelong learner to provide up-to-date care for kids



Coach and educator for the whole family to support child health



Confident decision maker who is able to order tests, diagnose, treat & prescribe

## Keywords

- Advocate
- Communicate
- Lead and delegate tasks to other health care team members
- Possess business sense to code for billing and reimbursement

## Career Steps

1

Gain experience as a registered nurse in pediatrics.

2

Compare and contrast primary care vs. acute care pediatric nurse practitioner programs to determine your passion and pathway. Dual programs are available too.

3

Obtain your masters (MSN) or doctorate of nursing practice (DNP) degree as a PNP from an accredited university program.

4

Pass the national certification exam and apply for state licensure as an Advanced Practice Registered Nurse.

5

Start your job search at PNCB's career center: <https://careers.pncb.org/jobseekers/> using terms like acute care PNP, primary care PNP, pediatric nurse practitioner, pediatric APRN, and pediatric advanced practice provider.

6

Connect with other PNPs for mentoring, collaboration, conferences, and advocacy by joining your professional membership association.



### References & links for further reading

Pediatric Nursing Certification Board (PNCB):

- The Acute Care Certified Pediatric Nurse Role: <https://pncb.org/cpnp-ac-role>
- The Primary Care Certified Pediatric Nurse Role: <https://pncb.org/cpnp-pc-role>
- Find a program: [https://pncb.org/choosing\\_pnp\\_program](https://pncb.org/choosing_pnp_program)
- The National Association of Pediatric Nurse Practitioners (NAPNAP): <https://www.napnap.org/>
- Pediatric nurse practitioner (PNP) at a glance. Discover Nursing. Accessed May 23, 2023. <https://nursing.inj.com/specialty/pediatric-nurse>.



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# Pediatric Nurse Scientist



RN

Pediatric nurse scientists (or nurse researchers) investigate how to make health care better for kids, families, communities. Sometimes they explore how to better support nurses. Whatever topic they tackle, they use evidence and best practices to transform outcomes.



Passion for data and how it can improve child health



People skills to mentor and manage staff supporting research projects and grant funding opportunities



Writing skills for grants, reports, journal articles, and research protocols

## Keywords

- Scientific Breakthrough
- Curious
- Detail Oriented
- Foresight to explore the "what," "how," and "why"

## Career Steps

1

Obtain your BSN and pass the NCLEX exam. Apply for RN licensure through your State Board of Nursing, then gain work experience as a pediatric RN.

2

Pursue either a PhD or a doctorate of nursing practice (DNP) with a research/evidence-based practice focus.

3

Seek your Certified Pediatric Nurse (CPN) credential from PNCB.

4

Participate in research studies, translation of knowledge, and other scholarly activities (writing, publishing, presenting, grant writing, teaching evidence-based practice, etc.).

5

Identify a nurse scientist mentor in order to learn about the unique role and qualifications needed, as well as how to structure a program.

6

Start your job search at PNCB's career center: <https://careers.pncb.org/jobseekers/> using terms like nurse scientist, nurse researcher, evidence-based practice specialist, and coordinator of nurse research.



### Links for further reading

- The National Pediatric Nurse Scientist Collaborative (NPNSC): <https://npnsc.org/>
- Pediatric Nursing Certification Board: The Certified Pediatric Nurse Role: <https://pncb.org/cpn-role>



### References

- Blake N. Yes, nurses do research, and it's improving patient care. Elsevier Connect. April 25, 2016. Accessed May 17, 2023. <https://www.elsevier.com/connect/yes-nurses-do-research-and-it-is-improving-patient-care>.
- Medical scientists: Occupational outlook handbook. U.S. Bureau of Labor Statistics. January 9, 2023. Accessed May 17, 2023. <https://www.bls.gov/ooh/life-physical-and-social-science/medical-scientists.htm>.



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Passion for data and how it can improve child health



People skills to mentor and manage staff supporting research projects and grant funding opportunities



Writing skills for grants, reports, journal articles, and research protocols

## Keywords

- Scientific Breakthrough
- Curious
- Detail Oriented
- Foresight to explore the "what," "how," and "why"

## Career Steps

1

After at least 1 year of experience as a pediatric RN, earn your masters (MSN) in a pediatric advanced practice nurse role from an accredited university. Pass your certification exam, obtain your APRN license, and gain experience in your new role.

2

Pursue either a PhD or a doctorate of nursing practice (DNP) with a research/evidence-based practice focus.

3

Gain 3 to 5 years of experience participating in and leading research and evidence-based practice.

4

Participate in research studies, translation of knowledge, and other scholarly activities (writing, publishing, presenting, grant writing, teaching evidence-based practice, etc.).

5

Identify a nurse scientist mentor in order to learn about the unique role and qualifications needed, as well as how to structure a program.

6

Start your job search at PNCB's career center: <https://careers.pncb.org/jobseekers/> using terms like nurse scientist, nurse researcher, evidence-based practice specialist, and coordinator of nurse research.



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- The National Pediatric Nurse Scientist Collaborative (NPNSC): <https://npnsc.org/>
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- Blake N. Yes, nurses do research, and it's improving patient care. Elsevier Connect. April 25, 2016. Accessed May 17, 2023. <https://www.elsevier.com/connect/yes-nurses-do-research-and-it-is-improving-patient-care>.
- Medical scientists: Occupational outlook handbook. U.S. Bureau of Labor Statistics. January 9, 2023. Accessed May 17, 2023. <https://www.bls.gov/ooh/life-physical-and-social-science/medical-scientists.htm>.



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# Educator / Faculty



RN

Academic educators and faculty members bring pediatric nursing practice to life in classrooms and clinical settings. They develop curricula and instruct, evaluate, and advise students to shape future careers. Their goal is to develop well-prepared nurses who are ready to enter the workforce and make a positive impact on child health.



Committed to growing the next generation of pediatric nurses



Joy of influencing the profession by developing the future workforce



Scholarly drive to conduct research and publish and present findings

## Keywords

- Lifelong Learner
- Translating Theory into Practice
- Navigating Professional Politics and Student Needs
- Flexible Schedule
- Scholarship & Ethics

## Career Steps

1

Obtain your BSN and pass the NCLEX exam. Apply for RN licensure through your State Board of Nursing.

2

Find employment as a pediatric RN and seek your Certified Pediatric Nurse (CPN) credential from PNCB when you meet eligibility.

3

Obtain a master's degree in nursing education.

4

Seek employment in an undergraduate nursing program at a technical college, community college, or university.

5

Obtain a mentor and craft an individualized plan for promotion or advancement.

6

A master's degree may be the goal for a clinical track educator. Otherwise plan for your academic transition to a doctoral track (PhD vs. DNP).

7

Create a plan to achieve certification as Certified Nurse Educator from the National League for Nursing (options include Academic, Clinical, and Novice).

8

Consider a pathway to become an administrator or dean of a school of nursing.



Links for further reading

- The National League for Nursing: <https://www.nln.org/home>
- Bottino B. To Build the Workforce, We Need More Nurse Educators. Nurse.com. December 27, 2022. Accessed September 21, 2023.
- Volpe K. Strategies to Promote a Diverse Nurse Educator Workforce. The Clinical Advisor. November 1, 2021. Accessed September 12, 2023. <https://www.nurse.com/blog/build-workforce-need-more-nurse-educators/>.
- <https://www.clinicaladvisor.com/home/meeting-coverage/dnps-of-color-2021/strategies-promote-diverse-nurse-educator-workforce/>.



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# Educator / Faculty



APRN

Advanced practice academic educators and faculty members for pediatrics develop students into health care providers for children of all ages in primary care, acute care, or both focus areas. The educator/faculty role delivers expert instruction so that graduates are ready to enter the workforce competently and confidently.



Committed to preparing future pediatric nurse practitioners



Passion for impacting the profession through education and research



Scholarly drive to conduct research and publish and present findings

## Keywords

- Lifelong Learner
- Translating Theory into Practice
- Navigating Professional Politics and Student Needs
- Flexible Schedule
- Scholarship & Ethics

## Career Steps

1

Obtain a master's degree in nursing education.

2

Seek employment in an undergraduate nursing program at a technical college, community college, or university.

3

Obtain a mentor and craft an individualized plan for promotion or advancement.

4

Plan for your academic transition to a doctoral track (PhD vs. DNP).

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Create a plan to achieve certification as Certified Nurse Educator from the National League for Nursing (options include Academic, Clinical, and Novice).

6

Consider a pathway to become an administrator or dean of a school of nursing.



### References and links for further reading

- The Association of Faculties of Pediatric Nurse Practitioners: <https://www.afpnp.org/>
- The National League for Nursing: <https://www.nln.org/home>
- American Association of Colleges of Nursing: Nursing Faculty Shortage Fact Sheet: <https://www.aacnnursing.org/news-data/fact-sheets/nursing-faculty-shortage>.
- Bakewell-Sachs S, Trautman D & Rosseter R. Addressing the Nurse Faculty Shortage. American Nurse Journal. August 3, 2022. Accessed September 21, 2023. <https://www.myamericannurse.com/addressing-the-nurse-faculty-shortage-2/>.
- Welch S, Acker K, Burton W, Cheshire M, Sartain A, Wedgeworth M, Welch T. Nursing Faculty Workforce Development Project. Nurs Adm Q. 2023 Oct-Dec. [https://journals.lww.com/naqjournal/abstract/2023/10000/nursing\\_faculty\\_workforce\\_development\\_project.5.aspx](https://journals.lww.com/naqjournal/abstract/2023/10000/nursing_faculty_workforce_development_project.5.aspx).



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# Nurse Entrepreneur



RN

A pediatric nurse entrepreneur is a creative self-starter who translates their clinical expertise into a successful business in the health care industry. They identify needs then create solutions. Developing apps or new medical products, writing, training, or launching a nurse-run health agency are just a few examples.



Able to network and create relationships in their community and beyond



Self-motivated, focused, and goal-oriented



Adventurous: Understands risks and not afraid to take them

## Keywords

- Financial savvy / business-minded
- Autonomous
- Able to cultivate followship to manage staff
- Versatile, able to adapt to change

## Career Steps

1

Obtain your BSN and pass the NCLEX exam. Apply for RN licensure through your State Board of Nursing.

2

Find employment as a RN, preferably in a area you are passionate about, or an area in which you would like to focus in as an entrepreneur.

3

Seek certifications and/or continuing education (CE) to increase your pediatric clinical expertise and promote reputability [i.e., PNCB's Certified Pediatric Nurse (CPN) certification and CE modules].

4

Seek CE, conferences, or workshops that help increase business awareness.

5

Shadow entrepreneurs in your area of interest, and find entrepreneur mentors. Consider joining a membership organization.

6

Create a business plan and secure funding to launch your business. Grow your company by marketing and staying current on best practices for business.



### Links for further reading

- National Nurses in Business Association (NNBA): <https://nursesbusiness.com/>
- The Society of Nurse Scientists, Innovators, Entrepreneurs, and Leaders (SONSIEL): <https://www.sonsiel.org/>
- Carlson KC. Nurses and the promise of Entrepreneurship. Daily Nurse. April 1, 2023. Accessed May 23, 2023. <https://dailynurse.com/nurses-and-the-promise-of-entrepreneurship/>.
- Munday R. 6 steps to become a nurse entrepreneur. NurseJournal. September 16, 2022. Accessed May 23, 2023. <https://nursejournal.org/articles/steps-to-become-a-nurse-entrepreneur/>.



### References

- Nurse entrepreneur. Discover Nursing. Accessed May 23, 2023. <https://nursing.inj.com/specialty/nurse-entrepreneur>.



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# Nurse Entrepreneur



APRN

An advanced practice pediatric nurse entrepreneur is a creative self-starter who translates their clinical expertise into a successful business in the health care industry. They identify needs then create solutions. Starting their own clinic, developing software, or offering coaching or concierge services are just a few examples.



Able to network and create relationships in their community and beyond



Self-motivated, focused, and goal-oriented



Adventurous: Understands risks and not afraid to take them

## Keywords

- Financial savvy / business-minded
- Autonomous
- Able to cultivate followship to manage staff
- Versatile, able to adapt to change

## Career Steps

1

Complete a minimum of 1 year as a pediatric RN.

2

Obtain your masters (MSN) or doctorate of nursing practice (DNP) degree as a PNP from an accredited university. Pass your national certification exam and apply for state licensure as an advanced practice registered nurse (APRN).

3

Find employment as an APRN, preferably in a area you are passionate about, or an area in which you would like to focus in as an entrepreneur.

4

Seek continuing education, conferences, and additional certifications to increase your pediatric clinical expertise and promote reputability (i.e., PNCB's Pediatric Primary Care Mental Health Specialist certification).

5

Shadow entrepreneurs in your area of interest, and find entrepreneur mentors. Consider joining a membership organization.

6

Create a business plan and secure funding to launch your business. Grow your company by marketing and staying current on best practices for business.



### Links for further reading

- National Nurse Practitioner Entrepreneur Network (NNPEN): <https://www.nnpenn.org/>
- American Association of Nurse Practitioners (AANP) Entrepreneur Specialty Interest Group: <https://www.aanp.org/membership/aanp-communities/entrepreneur-specialty-interest-group>
- Munday R. 6 steps to become a nurse entrepreneur. NurseJournal. September 16, 2022. Accessed May 23, 2023. <https://nursejournal.org/articles/steps-to-become-a-nurse-entrepreneur/>.
- Wojciechowski M. Nurse practitioners: Opening your own practice. Minority Nurse. April 29, 2021. Accessed May 24, 2023. <https://minoritynurse.com/nurse-practitioners-opening-your-own-practice/>.



### References

- Nurse entrepreneur. Discover Nursing. Accessed May 23, 2023. <https://nursing.inj.com/specialty/nurse-entrepreneur>.



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# Pediatric Primary Care Mental Health Specialist



The logo is a green, scalloped-edged badge. Inside, there's a white circle with a blue border. The text 'PEDIATRIC NURSING' is at the top, 'PMHS' is in the center in large blue letters, and 'PEDIATRIC PRIMARY CARE MENTAL HEALTH SPECIALIST' is below it. At the bottom of the white circle, it says 'CERTIFICATION BOARD'.

Primary care is often the first place where developmental, behavioral, or mental health conditions surface. Access to specialized care can have long wait times. The Pediatric Primary Care Mental Health Specialist (PMHS) helps ensure that kids get validated help faster for conditions typically seen in primary care like ADHD, anxiety, depression, and more.



Clinical expertise of developmental, behavioral, and mental health (DBMH) conditions in children



Holistic health mindset and approach to optimize child well-being



Therapeutic communication skills for children and their families

## Keywords

- Relationship-builder
- Culturally responsive
- Patient and good listener
- Agile provider who can pivot if a surprise concern arises
- Individualized care over time
- Out-of-the-box thinker

## Career Steps

1

Graduate from an accredited university program with a degree as a Pediatric Nurse Practitioner in primary care, Family Nurse Practitioner, Psych-Mental Health Nurse Practitioner, or Child/Adolescent Psychiatric & Mental Health Clinical Nurse Specialist.

2

Earn the appropriate certification for your education and role, then acquire your advanced practice nurse state license.

3

Enter practice to gain on-the-job experience and develop skills related to PMHS care. Learn about [exam eligibility](#) to start your journey to PMHS.

4

Use the [PMHS exam content outline](#) to identify topics seen in pediatric primary care. Begin counting pediatric DBMH clinical hours to meet exam criteria.

5

Achieve 2,000 hours for Pathway 1 or 1,000 hours for Pathways 2 and 3. Screening and assessment, collaboration, and referrals count toward the hours.

6

Complete remaining exam requirements related to knowledge development such as CE/CME, specialized learning opportunities, or faculty experience.



### Links for further reading

- Pediatric Nursing Certification Board: The PMHS Role: <https://pncb.org/pmhs-role>
- Why become a PMHS? <https://pncb.org/pmhs-success-stories>
- Hallas D, Heuer B, Sesay-Tuffour S, Foerster A. Pediatric Primary Care Mental Health Specialist Examination: Job Task Analysis. The Journal for Nurse Practitioners. 2023 Feb 19(2). [https://www.npjjournal.org/article/S1555-4155\(22\)00318-X/fulltext](https://www.npjjournal.org/article/S1555-4155(22)00318-X/fulltext). Accessed October 20, 2023.
- National Association of Pediatric Nurse Practitioners TeamPeds Talk. Feb 16, 2023. The Future of Child Mental Health. Season 7, Episode 1. <https://podcasters.spotify.com/pod/show/teampeds-talks/episodes/S7-E1-The-Future-of-Child-Mental-Health-e1ujnd4>. Accessed October 20, 2023.



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# Chief Nursing Officer



CNOs lead large teams to elevate care for entire communities. They are strategic thinkers with skills that guide human resource, financial, and technology decisions. This role may also be known as Chief Nurse Executive, Vice President of Patient Care, or similar titles.



Passionate about activating an entire workforce to impact child health



Excellent communicators who guide policy and culture



Visionary leaders who anticipate change and innovate to adapt

## Keywords

- Patient Safety
- Compliance & Governance
- Relationship Building
- Risk Management
- Understanding of the Health Care Landscape

## Career Steps

1

Obtain your BSN and pass the NCLEX exam. Apply for RN licensure through your State Board of Nursing.

2

Find employment as a pediatric RN and seek your Certified Pediatric Nurse (CPN) credential from PNCB when you meet eligibility.

3

Explore opportunities to lead within your organization. Pursue your Master of Science in Nursing degree or a Master's in Healthcare or Business Administration.

4

Advance in your career with entry-level executive roles. Pass your Certified in Executive Nursing Practice (CENP) exam through the American Organization for Nursing Leadership.

5

Explore national mentoring and leadership development programs to grow your skills and network.

6

Use PNCB's career center to start your job search using terms like Nurse Executive, Director, Chief Nursing Officer, or VP of Patient Care:  
<https://careers.pncb.org/jobseekers/>



### Links for further reading

- American Organization for Nursing Leadership. Nurse Leader Core Competencies. 2022. Accessed July 24, 2023. <https://www.aonl.org/resources/nurse-leader-competencies>.
- Hewitt R. Celebrating Black Nursing Leaders: Mary Howard. Minority Nurse. February 14, 2023. Accessed July 24, 2023. <https://minoritynurse.com/celebrating-black-nursing-leaders-mary-howard/>.
- Morris G. Meet a Chief Nursing Officer. NurseJournal. March 27, 2023. Accessed July 24, 2023. <https://nursejournal.org/articles/meet-a-chief-nursing-officer>.



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- Nurse executive. Discover Nursing. Accessed July 24, 2023. <https://nursing.inj.com/specialty/nurse-executive>.



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# Preceptor



A preceptor has the experience, follow-through, and willingness to prepare nursing students and new graduate nurses for delivering high quality, safe care to patients. Pediatric nurse preceptors guide the journey of the next generation of RNs and advanced practice nurses to ensure success and resilience in their new careers.



Volunteer spirit, willing to be of service



Serves as a role model to students and a liaison with faculty



Good people skills, navigates challenges, gives constructive feedback

## Keywords

- Committed
- Organized
- A teacher at heart
- Dedicated to lifelong learning

## Career Steps

1

Obtain your BSN, MSN, PhD, or doctorate of nursing practice (DNP) degree from an accredited university program. Obtain your state license and any required certifications to begin practice.

2

Gain at least 1 year of experience in the specialty area/role. In the RN role, seek certifications to increase your pediatric clinical expertise and be a role model [i.e., PNCB's Certified Pediatric Nurse (CPN) certification].

3

Grow your preceptor and mentoring skills with workshops, seminars, and continuing education. Explore membership organizations that support preceptors.

4

Consider training programs like the Preceptor Certificate of Mastery from the Association for Nursing Professional Development.

5

Ask your employer about preceptor policies and opportunities. Identify local nursing programs needing preceptors.



### References and links for further reading

- The Association for Nursing Professional Development (ANPD); Preceptor Competency Consensus Study. 2023. Accessed May 24, 2023. [https://www.anpd.org/Portals/0/Files/ANPD\\_1127571-23\\_PreceptorCompetencies\\_Report.pdf](https://www.anpd.org/Portals/0/Files/ANPD_1127571-23_PreceptorCompetencies_Report.pdf).
- The National Association of Pediatric Nurse Practitioners (NAPNAP) TeamPeds Talks Podcast. The Future of Preceptors. April 27, 2023. <https://podcasters.spotify.com/pod/show/team-peds-talks/episodes/S7-E10-The-Future-of-Preceptors-e223t6t>
- The National Organization of Nurse Practitioner Faculties (NONPF) Preceptor Portal: [https://www.nonpf.org/page/PreceptorPortal\\_Main](https://www.nonpf.org/page/PreceptorPortal_Main)
- Preceptorship in a Nutshell. Springer Publishing. January 13, 2021. Accessed May 24, 2023. <https://connect.springerpub.com/content/book/978-0-8261-2523-1/part/part01/chapter/ch01>.



**IPN**

INSTITUTE of PEDIATRIC NURSING

Supporting the Pediatric Nursing Certification Board's vision for a healthier world one child at a time

**PNCB**

PEDIATRIC NURSING CERTIFICATION BOARD

Explore pediatric nursing careers at [ipedsnursing.org](https://www.ipedsnursing.org)  
Earn pediatric nurse certification at [pncb.org](https://www.pncb.org)

# Professional Organization Leader



Nursing and interdisciplinary professional organizations, membership associations, and societies multiply the power of individual members to impact health care. Pediatric nurses volunteering to lead at the local, state, national, or international level are change agents who use their voice and expertise to influence policies and practice.



Motivates others, creates a sense of belonging and purpose, and inspires others to take action



Excellent communication skills to share complex info with different audiences



Able to influence public policy and advocate for the organization's interests

## Keywords

- Strategic & Visionary
- Collaboration
- Effective Communicator
- Business Savvy
- Early Adopter
- Change Agent
- Advocate
- Mission Driven

## Career Steps

1

While in school, join a pediatric-focused nursing organization. Explore possibilities at: <https://ipedsnursing.org/pediatric-nursing-associations>

2

Complete your nursing degree (BSN, MSN, DNP, PhD) and obtain your license through your State Board of Nursing to begin practicing.

3

Look to your membership organization to support your interests, grow your knowledge, and deepen your awareness of issues through conferences, journal access, online communities, and special interest groups.

4

Within the organization, make meaningful connections and identify mentors. Contact a leader and ask about opportunities to shadow them or get more involved.

5

Learn about your membership organization's volunteer leadership opportunities and how elections or nominations work. Join a committee or contribute your time and expertise in other ways.

6

Continue to develop your skills in leadership, even beyond your membership organization. From financial management to advocacy and more, never stop learning. You'll bring skills back to organization to power up their voice for child health and develop the next generation of volunteer leaders.



### References and links for further reading

- Institute of Pediatric Nursing list of organizations: <https://ipedsnursing.org/pediatric-nursing-associations>
- Beal JA. Pediatric Specialty Nursing Associations and their Role in Leadership Development. MCN The American Journal of Maternal/Child Nursing. 2022 Nov-Dec 01;47(6):327-336. Accessed August 25, 2023. [https://journals.lww.com/mcnjournal/abstract/2022/11000/pediatric\\_specialty\\_nursing\\_associations\\_and\\_their4.aspx](https://journals.lww.com/mcnjournal/abstract/2022/11000/pediatric_specialty_nursing_associations_and_their4.aspx)
- Klinshaw G. Five reasons to join a professional nursing organization. The Nurses Report, University of Buffalo School of Nursing. October 18, 2021. Accessed August 25, 2023. <https://nursing.buffalo.edu/news-events/nurses-report.host.html>.



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Earn pediatric nurse certification at [pnccb.org](https://pnccb.org)

# Organizational Shared Governance Council Member



Pediatric nurses at the bedside can impact entire hospital systems by participating in shared governance councils or committees. Shared decision making with nurse leaders empowers clinical nurses to influence improvements for staff and patients. This example of professional autonomy makes nursing stronger.



Strategic decision maker in support of a hospital's long-term goals



Understands the financial impact of decisions



Able to balance the interests of different stakeholders to achieve optimal outcomes

## Keywords

- Vision and foresight
- Leader
- Collaboration
- Motivator
- Analytical
- Ethical

## Career Steps

1

Obtain your BSN and pass the NCLEX exam. Apply for RN licensure through your State Board of Nursing.

2

Find employment as a pediatric RN and seek your Certified Pediatric Nurse (CPN) credential from PNCB when you meet eligibility.

3

Learn about shared governance opportunities where you work while you continue to build your clinical expertise. What is the focus of each council? What is the time commitment?

4

Strengthen your nursing portfolio with professional development activities that demonstrate your interest in strategy, leadership, collaboration, and patient outcomes.

5

Identify a mentor or other leader involved with shared governance. Ask about their journey to serving on a council and ways to get involved.

6

Go for it! When vacancies on a new council open or a new council is created, apply for this exciting step in your career.



### References and Links for further reading

- Brennan D & Wendt L. Increasing Quality and Patient Outcomes with Staff Engagement and Shared Governance OJIN: The Online Journal of Issues in Nursing. May 2021. Accessed August 25, 2023. <https://ojin.nursingworld.org/table-of-contents/volume-26-2021/number-2-may-2021/articles-on-previously-published-topics/increasing-quality-and-patient-outcomes/>.
- Questions to Ask about Shared Governance Models in Nursing. American Nurses Association. (n.d.). Accessed August 25, 2023. <https://www.nursingworld.org/practice-policy/workforce/questions-to-ask-about-shared-governance-models-in-nursing/>.
- Shared Governance. Cincinnati Children's. (n.d.). Accessed August 25, 2023. <https://www.cincinnatichildrens.org/careers/ped-nursing/shared-governance/>.



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## About Us



### **Strengthening pediatric nursing for the profession & child health**

The Institute of Pediatric Nursing (IPN) is a committee of the Pediatric Nursing Certification Board (PNCB) that exists to optimize the health and well-being of children, youth, and their families through the development of a sustainable, highly qualified pediatric nursing workforce. The IPN taps into our specialty's top minds to create resources that strengthen practice, promote pediatric nursing careers, support education, and more.

- Safeguard the future of pediatric nursing care with our [whitepaper](#) that includes ***Five Things Pediatric Faculty Can Do Right Now***
- See our [Ideas for Pediatric Clinical Experiences](#)
- Explore [Pediatric Nursing Workforce Data](#)
- Share our [National Directory of Pediatric Nurse Residency Programs](#)
- Inspire students to choose pediatrics with our [Campaign for Pediatric Nursing resources](#)

### **At PNCB, we believe our work makes kids healthier.**

PNCB is the largest and most essential organization for the certification, continuing education, and competency development of nursing professionals who provide care for children, adolescents, and young adults. Setting the standard since 1975, PNCB is proud of the 55,000+ RNs and advanced practice nurses working each day to make our vision a reality. Children are our future. We're in this together so that kids get the best possible care today, physically and emotionally, for a healthier world tomorrow. Explore all that we offer at <http://www.pncb.org>.

Resources to support pediatric nursing.  
[www.ipedsnursing.org](http://www.ipedsnursing.org)  
[www.pncb.org](http://www.pncb.org)

