

Position Overview:

Manages and provides overall operational and clinical nursing leadership to an inpatient department(s) or setting. Plans and organizes inpatient nursing operations and resources to ensure effective and efficient delivery of patient care consistent with applicable laws, standards and regulations. Establishes protocols and practices, ensuring compliance with department, affiliate, operating unit, and/or system standards, policies and procedures, the Joint Commission (TJC) standards, and applicable laws and regulations. Takes a strategic and tactical approach in identifying best practices and standardizing workflows/processes, and developing plans of action to implement changes. Establishes and manages capital and operational budgets to achieve financial targets via effective utilization of personnel, resources and supplies. Develops and maintains a solid partnership with internal and external peers, leaders, and/or local/state/federal agencies to facilitate and collaborate on initiatives or issues resolution. Provides guidance and/or direct intervention in resolving challenging or complex situations.

Job Description:**EDUCATION**

Other: Graduate of an accredited school of nursing.

CERTIFICATION & LICENSURE

RN-Registered Nurse of California

BLS-Basic Life Support Healthcare Provider

EXPERIENCE

8 years experience in a nursing professional discipline with a solid understanding of patient care and acute care operations.

8 years progressive clinical/healthcare management and/or operations experience in the appropriate area of specialty.

8 years management, supervisory or team lead experience.

8 years experience with process improvement activities.

8 years prior experience working in labor union environment.

8 years experience of budgeting and fiscal management.

8 years experience in survey protocols on a department and organizational level (Joint Commission, State, etc).

8 years experience with electronic health record applications.

SKILLS AND KNOWLEDGE

Solid understanding of operations and workflows and how department's process/workflow impacts other department operations.

Demonstrates understanding of business and operational requirements.

Demonstrated leadership skills, including team building, and coaching/mentoring with the ability to motivate and engage others.

Demonstrates solid clinical proficiency and knowledge to effectively plan and coordinate patient care consistent with applicable laws, standards and regulations.

Working knowledge and thorough understanding of state/federal/local and/or accreditation standards and requirements as it relates to operations and organization, with the ability to interpret and implement applicable standards and requirements.

Demonstrates understanding of healthcare financial environment.

Demonstrates ability to develop and manage a budget.

Understands age specific needs in providing care to patient population served.

Demonstrates tactical and analytical thinking and planning skills, and is able to develop plan to accomplish objectives, identify obstacles and resolve operational issues.

Knowledge of emerging trends and how it impacts operations.



Ability to build and establish effective working partnership with employees, peers and/or leaders to achieve business objectives.

Demonstrates ability to handle confidential and sensitive issues.

Verbal and written communication, and interpersonal skills.

Ability to handle difficult circumstances and make sound business decisions with little direction.

Demonstrates ability to work in a dynamic and fast-paced environment with changing business priorities.

Organizational and time management skills, with the ability to prioritize multiple projects while delivering quality service and achieving business results.

Demonstrates a customer service focus in all decisions and actions.

Demonstrates ability to work/interact with a diverse population while respecting cultural and linguistic differences and fostering an inclusive work environment.

Working knowledge of wage and hour laws.

Ability to use essential software and applications associated with the role's duties and responsibilities. (Document specific software or applications if necessary – e.g., Proficiency with Word for an Admin Asst position)

License/Certifications:

BLS-Basic Life Support Healthcare Provider - American Heart Association, RN-Registered Nurse of California - California Department of Consumer Affairs

Education:

Job Shift:

Days

Schedule:

Full Time

Shift Hours:

8

Days of the Week:

Friday, Monday, Thursday, Tuesday, Wednesday

Weekend Requirements:

Rotating Weekends

Benefits:



Yes

Unions:

No

Position Status:

Exempt

Weekly Hours:

40

Employee Status:

Regular

Number of Openings:

1

This position may regularly work, store, prepare, receive, unpack, transport, dispose of, or administer drug(s) identified as hazardous, or potentially hazardous, by the National Institute for Occupational Safety and Health (NIOSH) for purposes of USP 800.

