

DIRECTOR OF NURSING

Job Description

POSITION OBJECTIVE/SUMMARY:

Operational oversight of the acute inpatient hospital nursing team, developing a Quality Assurance and Risk Management perspective to ensure efficient and effective patient services, and well as adherence to evidence-based best practices. Related to this, the Director of Nursing/ Nursing Executive will work to develop a culture of shared accountability, leadership, and compassionate patient care. Clinical oversight of the inpatient floor nursing staff, in addition to primary duties regarding nursing policies, procedures, quality improvement processes, and training curriculum.

MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION:

- A valid Licensed Registered Nurse License from California Board of Registered Nursing, prefer Nurse Practitioner License
- A MSN with 2 years experience or BSN with 4 years experience nursing supervisory experience, preferably on an acute inpatient floor
- A minimum of five to eight (5-8) years experience working with emotionally or mentally disturbed patients, preferable recent experience in an acute inpatient psychiatric setting;
- Must display an understanding of local, state and federal laws and guidelines
- Experience and ability to work with multi-cultured, multiethnic populations
- Demonstrated use of crisis intervention skills, teamwork and communication skills in the management of care for high level acuity psychiatric patients in a fast-paced environment
- Demonstrated ability to engage in quality assurance checks and follow-up
- Current Basic Life Support (BLS) certification for Healthcare Providers
- Maintenance of CPR Certification

GENERAL STATEMENT OF FUNCTIONS:

- 24-hour responsibility of both Adult Inpatient and Child Inpatient unit nursing staff.
- Implement quality improvement programs designed to help us deliver the highest possible levels of service
- Coordinate with Kedren Director of Education and Training regarding the implementation of nursing new hire orientation training plan and organize any other necessary internal or external training.
- Oversee and responsible for ongoing implementation, communication, and training of all Nurse Practitioner students in rotation at Kedren from partner residency and training program(s)
- Coordinate with QA Nurse to ensure all patient records are in accordance with regulatory standards.
- Identifies problems in achievement, obtains data for planning and forecasting through nursing audits and peer review; and authorizing improved methods for patient care and directs their implementation
- Assists in setting performance criteria to evaluate the clinical competencies and benchmarks to which nursing staff will be evaluated upon during annual performance evaluations.

- Engages as one of the interviewers of potential nursing employees or registry staff.
- Clinical consultation with prescribing providers.
- Reviews inpatient nursing budget and recommends allocations based programmatic objectives, and oversees the procurement of nursing-related supplies.
- Manages registry staff contracts and interfaces with finance and Executive team to finalize new contracts, contract modifications, contract extensions, or releases of contract.
- Participates in the development of contracts with educational and training agencies for the use of Kedren clinical facilities by students and to grow Kedren's nursing training program.
- Attends local, state, and national workshops and events for recruitment of nursing personnel, or to provide or obtain critical information in the nursing profession
- Drafts new and revisions of nursing-related policies and procedures for review by Executive team, and interprets and trains nursing team on such policies.
- Hosts nursing meetings monthly, at minimum, and provides opportunities for skill-building.