



Director of Nursing

Ready to lead the team? Want to work for a company that respects, values, and appreciates your contributions? CSJ Rocky River at St. Joseph Center is a private AL facility for retired sisters of the Congregation of St. Joseph. We offer a respectful, caring, and peaceful work environment along with good wages and full benefits, including paid time-off and retirement plans.

DESCRIPTION: The Director of Nursing (DON) is responsible for the overall direction and management of the Nursing Department. Promoting a care environment that places an emphasis on positive living and creative aging, person respected care, and relationship centered living is central to this role. The DON facilitates an environment of wellness, promoting maximum independence for each resident and appreciates a sense of mission relative to Catholic health care.

ESSENTIAL FUNCTIONS:

- Provides supervision, direction, and oversight of the care and services delivered by the clinical team and clinical programs, including support programs and personnel.
- Works in conjunction with the Administrator to prepare the annual nursing department budget in reference to staffing, medical supplies, and equipment needs.
- Establishes a collaborative work environment that encourages staff involvement, development, and empowerment.
- Maintains and encourages participatory styles of leadership among the clinical team, recognizing that each department has a specific purpose.
- Serves as an active member of the interdepartmental team by leading and participating in clinical meetings, departmental meetings, etc.
- Participates in the development of, and implements, new programs and policies that will enhance the quality of care and life for the residents. Reviews programs and processes to ensure accuracy and current relevance.
- Provides leadership in Quality Improvement functions for the facility. Assists in the development, implementation, and monitoring of quality assurance/process improvement programs.
- Maintains current knowledge of accrediting and licensing agency standards, industry trends, and facility policies and procedures.

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:

- Registered Nurse license required. Graduate of an accredited nursing program with active, unencumbered license to practice nursing in Ohio.
- A minimum of three years of nursing experience, and one year of experience in a nursing leadership role.
- Experience in an assisted living or long-term care facility, preferred.

- Must possess strong professional written and verbal communication skills, the ability to work collaboratively, the ability to lead and facilitate group meetings, and the ability to multi-task and balance multiple projects within established time frames.
- Strong leadership and supervision skills.
- Insight to know when and how to initiate and/or implement change.
- Able to make independent decisions when circumstances warrant such actions.
- Able to analyze statistical and financial reports.

PHYSICAL ACTIVITY REQUIREMENTS:

- Able to lift a minimum of fifty (50) pounds.
- Able to bend, stoop, twist, kneel, push, pull, and reach above shoulder level.
- Able to walk and stand for long periods of time.
- Able to see, hear, or use prosthetic devices to enable use of the senses adequately.
- Availability to work evening, night, weekend, and holiday hours, as needed, with on-call responsibility.
- Able to work in an atmosphere of numerous interruptions.
- High potential for exposure to blood and body fluids, chemical and respiratory hazards, and infectious diseases.
- Exposure to latex, plastic, and/or materials which are used for personal protective equipment.

Successful applicants must pass state-required drug and background screens and have proof of full COVID vaccination.

CSJ Rocky River and the Congregation of St. Joseph are equal opportunity employers. We celebrate diversity and are committed to creating an inclusive environment for all employees.

To apply for this position, please send a resume and hourly wage requirement to rmercercs@csjinitiatives.org.