



### **Director of Nursing (DON) at Moab Regional Hospital**

Moab Regional Hospital is seeking qualified candidates for the Director of Nursing (DON) position. This role provides direct and indirect supervision for the nursing care provided in all departments of Moab Regional Hospital. The DON assures that the Mission and Values of Moab Regional Hospital are integrated into the daily practice of all disciplines within the nursing care staff. The DON reports to the Chief Clinical Officer (CCO). This is a full-time, year-round, salaried position (40+ hours/week) and includes on-call responsibilities.

### **Outline of Duties**

- Work with administration and managers to create a supportive environment that encourages the recruitment, retention, and on-going education for nursing staff in the provision of excellent and patient-centered nursing care.
- Partner with physicians and other MRH departments to effect superior communication and support in the delivery of patient care across departments.
- Assist in the maintenance of a strong and committed nursing workforce, to include hiring, evaluations, wage-related initiatives, celebrations, disciplinary events, and communications.
- Provide leadership and support to Med/Surg, Labor/Delivery, and Emergency Department Nurse Managers and Clinic (including Urgent Care) Managers for immediate needs, as well as long-term strategic initiatives and challenges. As this is a new position, reporting structure may change.
- Support the development and maintenance of departmental protocols that reflect current healthcare best practices. Ensure nursing staff is provided the support and opportunities to learn the knowledge, skills, and attitudes necessary to deliver holistic nursing care.
- Educate and ensure use of customer-service techniques among nursing staff.
- Research, understand, and utilize knowledge of federal and state regulations, professional organization standards, and institutional policies applicable to delivery of patient care in nursing departments.
- Educate and encourage Nurse Managers and staff regarding implementation of objective, evidence-based decision-making processes for policy and procedure development, patient care initiatives, clinical pathway and order set development.
- Provide financial oversight for nursing departments, to include capital and operational budget development, on-going monitoring of volumes and financial reports, purchases, and education approvals.
- Provide leadership and support regarding Process Improvement (PI) studies, data evaluation, and resultant initiatives throughout nursing departments, to include HCAHPS, Core Measures, and departmental PI projects.
- Attend and participate regularly and constructively in a range of regularly occurring meetings as needed to represent nurses and nursing practice in the continuum of patient care.

- Assure that departmental nursing schedules contribute to excellence in care for all nursing departments, to include Nursing Administrator-on-Call schedules.
- Participate in Nursing Administration call: 5-8 days/month, including one weekend per month and 1-2 holidays (includes Jeep Safari) per year. On-call and call-back wages are included in salary.
- Other responsibilities as assigned.

This job description is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to the job.

#### **What makes Moab Regional Hospital a great place to work?**

- Year Round Employment
- Job Security
- Predictable Schedules
- Collaborative and Supportive Workplace
- Professional Growth Opportunities
- Full benefits: Insurance, Retirement, Ongoing Education, and more

Our people make the difference. We promote from within and support our staff as they build careers in healthcare and related fields. Our administration, medical staff, and non-clinical staff work closely together to foster a fast-paced work environment and a positive work-life balance. With reliable schedules and year-round employment, you can enjoy steady work and still have time to enjoy all that the Moab area has to offer.

#### **Minimum Qualifications**

- Active, unencumbered RN license in the State of Utah or compact state.
- Bachelor's degree in nursing. Master's degree, preferred.
- Minimum seven years general nursing experience.
- Prior experience and high level of comfort with electronic health records.
- Prior supervisory experience and/or leadership roles in a medical setting.
- Current BLS certification.
- Excellent oral and written communication skills. Effective listening skills.
- High level of comfort with Microsoft Outlook, Excel, and Word.
- Ability to work effectively independently as well as in a group.

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Moab Regional Hospital is proud to be a Drug Free Workplace and EOE.

#### **How to Apply**

Applicants should email their resume and cover letter outlining their interest in the position to Katherine Sullivan, HR Director, at [Katherines@mrhmoab.org](mailto:Katherines@mrhmoab.org).

**Applications will be accepted until January 20, 2019.**