

Class Concept

Employees in this class are characterized by the full performance of the direction, administration and supervision activities of all nursing services in an organization, including consultation organizations that are part of a larger system or in a geographic region of a larger system. Employees have complete responsibility for independently planning, coordinating, implementing and evaluating the quality of nursing care delivered in their facility/geographic region. Employees in this class are usually members of the clinical management team. They participate in the establishment of staffing standards and policies and procedures within their assigned facility/geographic region. Work is performed under the general supervision of a higher level nurse director, hospital director, or facility director.

Recruitment Standards

Knowledge, Skills, and Abilities

- Working knowledge of administrative nursing theories, models and practices.
- Working knowledge of the N.C. Nurse Practice Act regarding the scope of practice for each patient care team member and the Board of Nursing's rules and position statements/interpretations.
- Thorough knowledge of state and federal rules and regulations and accrediting agencies governing nursing.
- Ability to independently assess, analyze, plan, direct, implement and evaluate delivery of nursing services.
- Ability to think strategically, creatively, and be a visionary.
- Ability to discern actions that should be reported to the Board of Nursing.
- Ability to plan and implement the delivery and improvement of services, staffing and resources, some of which may include larger staff, multiple programs or moderately complex or significant medical matters.
- Ability to identify and address quality monitoring and performance improvement issues for the program.
- Ability to develop and maintain effective communication and work relationships with Physicians, healthcare personnel, patients, families, agencies and others.
- Ability to write and present reports to upper management and administration.
- Ability to use investigative interview techniques when conducting an investigation.
- Ability to identify and address quality monitoring and performance improvement issues for facility/geographic region.

Minimum Education and Experience

Licensed to practice as a Registered Nurse in the State of North Carolina and six years of nursing experience, including four years of experience in a Nurse Supervisor capacity.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.