

Class Concept

Employees in this class are responsible for the direction, administration, and supervision of all nursing services in an organization/system, including consultation organizations, whose scope is statewide, extensive and complex. Employees have complete responsibility for independently planning, coordinating, implementing and evaluating the quality of nursing care delivered within the organization/system through supervising subordinate directors or assistant directors of nursing within the system. Employees in this class are usually members of the clinical executive management team. They establish priorities and expectations, staffing standards, allocate resources and develop and/or participate in the establishment of system-wide guidelines, protocols, policies and procedures. Work is performed under the general supervision of a Medical Director.

Recruitment Standards

Knowledge, Skills, and Abilities

- Considerable knowledge of healthcare administration concepts, practices and organizational management.
- Considerable knowledge of Health Services budget and financial procedures.
- Thorough knowledge of administrative nursing theories, models and practices needed for organizations/systems with extensive and complex medical missions/services.
- Thorough knowledge of state and federal rules and regulations and accrediting agencies governing nursing and healthcare.
- Thorough 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.
- Ability to independently assess, analyze, plan, direct, implement and evaluate delivery of nursing services in order to make logical and accurate inferences and interpretations.
- Ability to make decisions understanding the implications of those decisions.
- Ability to strategically think and plan for both short term and long term objectives.
- Ability to critically analyze organizational issues after a review of evidence and data.
- Ability to assess and evaluate customer needs and plan and implement strategies to meet those needs.
- Ability to effectively communicate and present information and data through use of various media and formats to various audiences.
- Ability to articulate needs of Nursing Services and needs of the organization to management and administration.
- Ability to mentor, coach and manage nursing staff in the organization/system.
- Ability to identify and address quality monitoring and performance for Nursing Services for the entire organization/system.
- Ability to participate in the strategic planning for the organization as a whole and to facilitate strategic planning with system-wide nursing within the organization/system.
- Ability to write business reports, proposals and policies/procedures and to communicate effective Nursing Service's needs.
- Ability to direct high level planning, organizing and staffing for the entire organization/system.

Minimum Education and Experience

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