Director of Nursing

Job Description Template

At [facility name] we pride ourselves on professionalism and quality. Our patients are at the core of our mission to provide our community with the best care delivered by a compassionate and highly competent healthcare team. Our patients consistently give us the highest ratings and, as a Magnet nursing facility, we're dedicated to the success of our team. That's where you come in.

We're looking for a leader to take us to even higher levels of care. As a director of nursing at our facility, you would be helping to manage a hard-working team dedicated to the highest standards of care. Because we have such a collaborative, cross-functional team, we're able to offer flexible schedules, remote opportunities, and generous PTO options. If you'd like to learn more about what we offer, take a look at more of our benefits below.

Benefits

- Affordable medical, dental, and vision insurance
- Health Savings Account (HSA) and Flexible Spending Account (FSA) options
- Employee Assistance Program (EAP) support
- 10 paid holidays
- Generous PTO
- 401k matching
- Continuing education (CE) benefits
- Tuition reimbursement for approved programs

Duties and Responsibilities

Our facility's Director of Nursing is expected to perform the following duties:

- Ensure the delivery of nursing care to residents according to professional standards
- Manage facility compliance with corporate, regulatory, and accreditation requirements
- Develop and implement facility policies, procedures, and standards of care
- Assign adequate and appropriate staffing for all shifts within state guidelines
- Lead and provide direction to staff in performing their duties
- Hire, supervise, and review the performance of nurse managers, nurses, and support staff, and provide remediation when needed

- Manage facility operations, business planning, and productivity standards
- Meet fiscal responsibilities through budget planning, implementation, and monitoring
- Oversee inventory, order processing, and distribution of nursing and medical supplies
- Serve as a liaison between administration, multidisciplinary healthcare staff, residents, and families, and resolving conflicts as needed

Compensation and Shifts

- Director of nursing pay range: $104,000 – $160,000
- Key Performance Indicator (KPI) bonus opportunities
- Bi-weekly or weekly pay periods
- Monday through Friday day shift (9a-5p)
- Mandatory on-call during non-business hours

Qualifications and Skills

Required Qualifications:

- Active and unrestricted RN License
- Bachelor of Nursing from an accredited school (Master of Nursing preferred)
- Minimum 2 years of experience as a nurse supervisor or manager
- Working knowledge of government regulations and healthcare best practices
- Basic budgeting and financial management skills

Preferred Qualifications:

- Current American Heart Association (AHA) CPR certification
- 3 to 5 years of nursing experience in long-term or post-acute care
- Excellent communication, organization, and leadership skills

Join Our Leadership Team Today

Ready for the next best step in your nursing management career? Start today by clicking the “apply now” button and submitting your application with us.