



<https://www.hospiceelpaso.org/job/chief-nursing-officer/>

Chief Nursing Officer

Description

As the Chief Nursing Officer, you will serve as the Administrative Leader of the Hospice and Palliative Care Program clinical services to provide appropriate and adequate professional patient care as prescribed by the physician in compliance with applicable registered nurse and social worker licensure standards, agency policies and procedures, state and federal laws and regulatory requirements to patients who desire to receive Hospice and Palliative Care.

Job Benefits

- Competitive Salary
- Medical/Dental/Vision Benefits Available
- Company paid life insurance with additional voluntary life insurance option
- Employer Match 403(b)
- Paid Holidays
- Generous Vacation and Sick Leave

Responsibilities

1. Plans, develops, organizes, implements, evaluates, and directs the agency's clinical care programs and activities.
2. In cooperation with the Medical Director, plans, develops, organizes, implements, evaluates, and directs the clinical care staff.
3. Participates in developing and maintaining an organizational structure that assures efficient and effective patient care within budget requirements and consistent with applicable laws and regulations.
4. Meets with administration, medical, social work, chaplaincy, bereavement, admissions, nursing staff, and clinical informatics in planning patient services, programs, and activities.
5. Monitors, supervises, and evaluates case management system involving all disciplines of the Hospice and Palliative Care programs.
6. Oversees the establishment of the patient plan of care with the team in a timely and accurate manner.
7. Responsible for assuring that direct care services (nursing, CNA, social work, bereavement, chaplaincy, respiratory therapy, other therapies, and pharmacy) are provided to the patient/family unit in accordance with the plan of care and accepted practices.
8. Meets with department personnel on a regularly scheduled basis to solicit advice regarding department and inter-department matters.
9. Meets regularly with the Director of Clinical Informatics to review open tickets and updates in the electronic medical records software. Assures training of new team members and that all staff are documenting appropriately in the electronic medical records software.
10. Assists in identifying and correcting problem areas in the improvement of services on a problem identification and resolution process and within the QAPI program.
11. Interviews patients and/or family members, as necessary.
12. In cooperation with the Team Leaders, oversees and participates in the

Hiring organization

Hospice El Paso

Employment Type

Full-time

Beginning of employment

Immediate Hire

Job Location

El Paso, Texas

Date posted

July 22, 2021

apply now

weekly IDG meeting.

13. Oversees the Joint Commission survey and accreditation planning process.
14. Develops and maintains patient care staff competencies.
15. Assists in the recruitment, selection and training of patient care staff.
16. Participates in new employee orientation.
17. Annually reviews and provides clinical oversight of patient care department policies and procedures, manuals, job descriptions, etc., and recommends appropriate changes to Chief Executive Officer.
18. Evaluates employee performance with the assistance of Directors, Team Leaders.
19. Makes recommendations to the Chief Executive Officer concerning wage and salary adjustments, hiring, terminations, transfers, to include budget planning and strategic planning etc.
20. Works with the QAPI to implement and oversee quality improvement activities of the patient care staff.
21. Works with the Chief Financial Officer and with staff to develop and execute the department budget.

Qualifications

1. Current licensure as a Registered Nurse in the State of Texas.
2. Five years progressive experience in a management capacity in a hospice, hospital, skilled nursing care facility, home health agency, or other related medical facility/service.
3. Must have experience in developing and working within budgeting guidelines.
4. Possess the ability to make independent decisions when circumstances warrant such action.
5. Possess the ability to deal tactfully with physicians, personnel, patients, family members, visitors, government agencies/personnel and the general public.
6. Possess knowledge of medical practices and procedures, as well as laws, regulations and guidelines pertaining to Hospice.
7. Possess leadership ability and the willingness to work harmoniously with and supervise professional and non-professional personnel.
8. Possess ability to plan, organize, develop, implement, and interpret the programs, goals, objectives, policies, procedures, etc., of the nursing service department.
9. Personal vehicle available for transportation during work.
10. Valid driver's license and insurance as required by the State of Texas.
11. Bilingual in the Spanish language preferred.

Apply Today!

Please only apply if you meet minimum qualifications.

We are hiring for this position immediately.

Hospice El Paso provides equal employment opportunities (EEO) to all applicants for employment in accordance with applicable federal, state and local laws, M/F/D/V; and is committed to providing a workplace free of any discrimination or harassment.