DIRECTOR OF NURSING
(The Rohr Home)

Must have the physical, developmental and mental ability to perform job tasks, work efforts, responsibilities and duties of the job illustrated below:

MAJOR FUNCTION

A professional position responsible for the direction, supervision, and administration of a comprehensive twenty-four (24) hour total nursing services program. Plans, organizes and interprets the policies of the Rohr Home nursing service department for nursing personnel. Evaluates services rendered according to accepted standards.

ILLUSTRATIVE DUTIES

Responsible for the day-to-day operation and overall direction of the Rohr Home Nursing Department. Responsible for directing and ensuring compliance with all regulatory agencies and accrediting bodies for the Rohr Home Nursing Department. Plans, develops, implements, maintains and administers Rohr Home Nursing Services objectives and standards for nursing care practices.

Responsible for directing and operating the Rohr Home Nursing Department within budget guidelines. Recommends a departmental budget to implement stated objectives; to provide qualified nursing service personnel, equipment, supplies and educational needs. Responsible for the Department’s performance Improvement Program. Coordinates nursing services with other services and serving on various committees and presenting relevant information to these committees in the form of reports, presentations and proposals. Fosters a professional, healthful environment and an atmosphere of positive employee morale.

Assesses resident nursing care needs and assures that the nursing care component of the Resident Care Plan is developed and implemented for each resident. Ensures that the Resident Care Plan is periodically reviewed and modified as necessary. Assures that each resident’s attending physician is notified in advance of the recommended schedule of physician’s visits in accordance to mandated time frames. Coordinates and schedules conferences for the physicians, residents, and their family/responsible party. Assures that all physicians’ orders are followed as prescribed and if not followed, provides documentation during the appropriate shift. Promptly notifies residents attending physician and records their instructions unless in the judgment of the charge nurse, the situation is not life threatening. Performs related duties as required.
DIRECTOR OF NURSING  
(The Rohr Home)  
(Continued)

KNOWLEDGE, ABILITIES AND SKILLS

Thorough knowledge of State and OBRA regulations and requirements. Must have leadership, creativity, integrity, initiative and communicative skills. Ability to seek out new methods and principles and be willing to incorporate them into existing practices. Ability to plan, organize, develop, implement and interpret the nursing service goals, objectives, and Standard of Practice of the Rohr Home and the overall organization. Ability to follow established Rohr Home policies and procedures. Ability to maintain a professional and safe work environment according to the established safety policies and the image desired for the organization.

Ability to satisfy all regulatory requirements and to stay current on healthcare issues. Assures that staff education is provided to nursing services personnel in accordance with the staff education plan. Ability to attend Continuing Education Programs and required in-services to promote self growth. Ability to convey a positive guest relations attitude. Ability to deal tactfully with residents, families, visitors, governmental agencies and the general public.

Ability to move intermittently throughout the workday. Must be able to travel independently by car and/or airplane. Must be able to cope with the mental and emotional stresses of the job. Must possess sight/hearing senses or use prosthetics which would enable these senses to function at a normal level so that the requirements of the position can be fully met. May be required to lift, move or maneuver equipment and supplies.

MINIMUM QUALIFICATIONS

Graduate of an accredited School of Nursing and possess current registration with the Florida State Board of Nursing required and have a minimum of one (1) year of related work experience in nursing service supervision or administration.

Must possess a valid driver’s license and be able to secure a valid Florida driver’s license at the time of employment.

A comparable amount of training and experience may be substituted for the minimum qualifications.

SPECIAL REQUIREMENTS

Must be willing to work beyond normal hours and on weekends and holidays when necessary. May be exposed to infectious diseases including exposure to HIV and Hepatitis B viruses.
SPECIAL REQUIREMENTS (continued)

All new Rohr Home employees must undergo Level 2 (FDLE) screening submitted electronically before commencing work and every 5 years thereafter and attest, upon hiring, that they meet the requirements for employment and agree to inform the employer immediately if arrested for any disqualifying offense.

New employees, who have worked for another health care facility, may obtain background screening information from their previous employer to satisfy the new requirements. Persons who have been screened and qualified as required by Section 435 and who have not been unemployed for more than 90 days thereafter, and who under penalty of perjury, attest to not having been convicted of a disqualifying offense since the completion of such screening, shall not have to be re-screened.

SPECIAL PREFERENCE

Prefer applicants have a BSN degree. Additional education or work experience in rehabilitative or geriatric nursing desired.

SPECIAL REQUIREMENT
This position may be required to report for work when a declaration of emergency has been declared in Polk County.