

Chief Nursing Officer

New Class Number: 6080

Series Concept

Under the direction of the Hospital Executive or Superintendent, this classification is responsible for clinical services of patient care and has ultimate administrative authority and responsibility for the practice of nursing in the institution. Is responsible for all nursing departments, programs and functions plus any other assigned clinical operation departments, and has hospital-wide responsibility for developing goals, objectives, plans, standards, procedures, and policies to maintain quality nursing care in the institution.

Partnerships

Consults with the Hospital Executive or Superintendent and serves as the consultant on all issues related to the nursing care of clients or patients. As a member of the executive staff, actively participates in formulating organization strategic policies and goals and defining and supporting the hospital's mission, vision, strategic goals, decision-making structures and processes. Actively represents nursing while working closely and effectively with leaders from all areas of state government (management, medical staff and clinical areas) and the public.

Financial Performance

Manages the financial performance of the department in accordance with the strategic plan, mission, goals and values of the organization. Has authority and responsibility for establishing, directing and implementing the standards for Nursing practice, patient safety and any other clinical operations. Has budgetary authority for these areas.

Quality

Advocates and facilitates improvements in the quality of the services or products provided through establishment of effective and on-going programs to assess and improve the quality of care delivery; monitors and reviews the organization's plan for provision of nursing and patient care; promotes the use of innovative and creative research and technology where appropriate.

Compliance

Responsible for all Joint Commission, CMS and state compliance activities in responsible areas. Establishes systems that support and monitor compliance with all applicable clinical service laws and regulations promulgated by regulatory and/or accrediting agencies.

Responsible for the development, implementation and results of a competency evaluation system for staff.

This classification is not a direct care position but influences direct care delivery through other subordinate management staff, i.e., Nursing Directors and their staffs.

Distinguishing Features

There is a single classification and not part of a series. Therefore distinguishing features are not applicable.

Minimum Qualifications & Skills

EDUCATION: Bachelor's and Master's in Nursing required.

EXPERIENCE: Minimum of five years' experience in healthcare administration/management with a minimum of two years' experience at a senior nursing management level.

CERTIFICATION/LICENSURE: Current Oregon state RN licensure.

KNOWLEDGE/SKILLS: Demonstrated positive interpersonal and communication skills with colleagues, patients, families, physicians, and the community.

Minimum Knowledge and Skills Required:

Demonstrated competence in current theoretical approaches to the delivery of nursing and clinical care and strategies for examining and applying relevant concepts.

Knowledge of current leadership, management and quality improvement concepts and the ability to participate in developing and implementing organizational strategies to address opportunities for improving the delivery of nursing and clinical care to patients.

Demonstrated ability to build partnerships among caregivers (nurses, physicians, ancillary staff) in support of high quality patient care.

Recent and progressive experience as a nursing executive, including experience leading a broad spectrum of patient care services in a complex, high volume environment.

Demonstrated positive interpersonal and communication skills with colleagues, patients, families, providers, physicians and the community.