

Rockingham County
Department of Human Resources

Career Opportunity



Position Title: Assistant Director of Nursing

Salary Range: **\$30.62 - \$42.39**
Dependent upon Experience

Department: Rockingham County Rehabilitation
& Nursing Center

Posted: Open
Closing: Until Filled

Status/Shift: Full Time, Exempt

We are seeking a qualified individual to join our team at the Rockingham County Rehabilitation and Nursing Center. Rockingham County is the second largest of 10 counties in New Hampshire. Located in the southeastern part of the state, Rockingham County includes all 18 miles of New Hampshire's Atlantic coastline and is centrally located 60 minutes north of Boston. We are committed to providing preventative and restorative care to all residents and clients. We are currently in the final phase of construction of a \$12M dollar renovation focusing on a short-term rehabilitation unit, updated long-term care units and improved staff and public areas further enhancing the resident, client and staff experience.

Scope of Position:

This position will provide leadership support for a staff of 248. The short-term rehabilitation unit is comprised of 18 beds. We have 5 other dually licensed long-term care units with a total of 184 beds. The individual filling this position supervises all licensed and non-licensed personnel who provide health care and nursing services to residents / clients and reports directly to the Director of Nursing.

Position Responsibilities:

- Promotes the mission, vision, and values of the facility.
- Actively contribute to the performance management and monitoring of standards with the department, taking remedial action where necessary to ensure objectives and targets are achieved along with all performance monitoring requirements.
- Assesses resident / client care requirements and assigns staff as appropriate.
- Makes rounds throughout the day to ensure continuity of care is provided to all residents / clients 24 hours a day, 7 days a week.
- Promptly identifies and responds to changes in residents' / clients' condition to identify opportunities to improve resident / client services and increase resident / client satisfaction.
- Participate/lead on projects, working groups or committees as directed and agreed upon by Director of Nursing.
- Develop a shared sense of commitment and participation among nursing staff in the management of change, development of nursing services and in responding to the changing health needs of residents' / clients'.
- Oversees staff activities and provides direction and support.

Competencies:

- Critical Thinking
- Communications and influencing skills
- Problem solving/analysis skills
- Ability to use good judgement and sound decision making
- Leadership, development and implementation of our focused care model

Experience and Education:

Must be qualified by experience for all responsibilities of the position, including extensive leadership/management background and Long-Term Care management experience. Must have appropriate clinical degree and possess/maintain a

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Mandatory post offer physical, drug and alcohol testing for new hire. Criminal records check required.

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current, valid, unencumbered N.H. R.N. license. Bachelor's degree preferred. Minimum of three to five years management/supervisory experience. Demonstrable coaching and development skills within clinical practice.

Critical Outcomes:

- To engage in critical thinking and rational inquiry, using nursing processes and current models to improve healthcare outcomes; develop organized documentation and approaches to systematic components of the nursing process.
- To promote a nursing culture of professional excellence and achievement, dedicated toward advancing excellence through lifelong learning.
- To demonstrate effective leadership model of care, communication and cultural responsiveness for interdisciplinary healthcare teams.
- To be an effective collaborator of healthcare, committed to utilizing professional knowledge of best practices in health promotion, disease prevention, quality, safety and equality.

Submission Requirements: Employment application, resume and cover letter required.

Apply to: Department of Human Resources

Mail or Drop off Applications to:

Rockingham County Human Resources Department, 111 North Road, Brentwood, NH 03833

Applications can be found online at: rockinghamcountynh.org/careers

Job Type: Full-time

Salary: \$63,689.60 to \$88,171.20/year

Experience:

- Nursing: 5 – 8 years
- Nurse Management/Supervisory: 3 to 5 years

Education:

- Bachelor's Degree Preferred

Submission Requirements: Employment application required. Resume and cover letter optional.

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