



## Director of Nursing

**Grover C. Dils Medical Center has been included on the list of top 100 Critical Access Hospitals nationwide. We are announcing an excellent opportunity for a Director of Nursing to become part of our leadership team at a 5-star facility.**

### Where We Are Located

- Located in Lincoln County, in the beautiful mountain region of Southeastern Nevada  
2.5-hour drive to Las Vegas ▪ 1.5-hour drive to St. George, UT ▪ 1.5-hour drive to Coyote Springs golf courses designed by the famous Jack Nicklaus
- Within driving distance to multiple state parks including:  
Barnes Canyon Mountain Bike and Hiking Trails ▪ Great Basin National Park ▪ Zion National Park ▪ Kershaw-Ryan State Park ▪ Cathedral Gorge State Park

### WHY RURAL HEALTHCARE?

- A chance to expand your scope of experience and skill set
- An opportunity to make a more significant impact and become a valued member of the community
- The ability to practice with greater autonomy
- Lower cost of living in a very family friendly community
- Abundance of wildlife and natural resources
- Access to hunting fishing and a myriad of outdoor activities, including hiking and bike trails
- Public schools with smaller class sizes

### Summary:

- The Director of Nursing (DON) is the highest level of position in the nursing department. This position reports directly to the Administrator and Medical Director, and is responsible for administration of nursing services in the facility, by directing, planning and coordinating service activities of professional nursing and auxiliary nursing staff to render excellent resident care.
- The Director of Nursing interprets facility policies and procedures to all nursing personnel, and ensures compliance with all applicable federal, local and state regulatory requirements.
- This position analyzes and evaluates nursing and related services rendered, to improve quality or resident care, to fully maximize the potential and abilities of all nursing personnel, by ensuring ongoing in-service training programs for the department.
- Assists and lead special projects and provide guidance to facility
- Assure that patients receive the highest quality care
- Facilitate excellent relationships through open channels of communication with patients, families, and staff
- Maintain compliance with all applicable federal, state, and local regulations
- Update, and communicate nursing standards, written policies and procedures, job descriptions, and goals and objectives
- Collaborate and partner with hospital staff, physicians, pharmacy and other medical professionals to promote quality care and independence for our residents and patients
- Participate in leadership team decisions
- Provide on-call support for facility
- Provide overall support to the nursing department

- Provides input on, and support for, the implementation of strong clinical systems that result in the highest quality of care.
- Supports the development and implementation of quality assurance measurements, audits, and assists in improving medical management processes throughout the skilled nursing facility and market by coordinating and engaging in activities to proactively promote implementation of evidence based best practices.
- Monitors, performs, and manages quality assurance processes including those supporting compliance to regulatory and/or accreditation standards.

**Education and Experience:**

- Valid and unencumbered Nevada RN license
- Associate degree in Nursing; Bachelor's preferred
- Minimum of three years of clinical experience in long term care
- Prior DON or ADON experience preferred
- Thorough knowledge of Federal regulations, CMI and PDPM
- QAPI and staff development experience
- PPD and labor retention skills
- Excellent time management and organization skills
- Strong interpersonal communication skills
- PCC skills preferred along with Intermediate-level computer proficiency
- Ability to work the necessary schedule to meet job requirements

**Medical Specialty:**

- Critical Access

**Schedule:**

- Monday to Thursday
- On call
- Shift coverage as needed

**Position Requirements:**

- RN (Registered Nurse) in good standing in the state of Nevada
- Valid BLS and ACLS certification
- Prior experience as a Director of Nursing preferred
- Demonstrated knowledge using nursing systems and tracking/assessment tools
- Strong communication and interpersonal skills
- Self-motivated and possess a willingness to learn
- Knowledge of legal regulations preferred
- Knowledge of best practices in healthcare
- Willingness to keep abreast of changing standards in nursing administration
- Excellent ability to lead and develop personnel
- Outstanding organizational and stress management skills
- Aptitude in problem-solving
- Recommended living arrangements located within 1-hour proximity to hospital

**Type of Job: Full Time**

**Benefits**

- Competitive salary with a benefit package that includes health, vision, dental and PERS (Public Employees' Retirement System of Nevada)
- \$2,000 sign-on bonus
- Bonus pay

- Annual paid time off
- Continuing Education support and reimbursement
- Opportunity for assistance with student loan repayment
- A great work culture that includes interaction with a great team in a collaborative and friendly environment

**Closing Date** - Position will remain opened until filled

## **Come Grow with Us**

**Salary Range - \$75-90K, depending on experience and expertise**

Applications will be accepted by HR in the hospital administration building or [kclucchesi@gcdmc.org](mailto:kclucchesi@gcdmc.org). Applications are available online at [www.gcdmc.org](http://www.gcdmc.org); click on the “resources” tab. Under employment, download our job application.

**For questions, contact KC LUCCHESI at 775-726-8004**

*Grover C. Dils Medical Center provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type regarding race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.*