Position: Clinical Director
Salary Range: D.O.E.

Kern Medical strives to recruit the highest quality candidates, resulting in a high performance workforce that consistently delivers quality patient care.

Career Opportunities within Kern Medical for qualifying positions include many benefits such as:

- **New Hire Bonus**: For select positions.
- **New Hire Premium**: +6% of base rate of pay matched up to 6% if contributed to Deferred Compensation Plan.
- **Shift Differentials**: varies per classification.
- **A Comprehensive Benefits Package**: includes Holidays, Vacation, Medical, Dental, Vision and Life Insurance.

Job Description
Under general administrative direction responsible for the administration and management of major divisional nursing programs at Kern Medical.

DISTINGUISHING CHARACTERISTICS:

Incumbents in this classification carry senior administrative responsibility for planning and decision making in the Nursing Department. Each Clinical Director will develop, monitor, and have overall responsibility for a broad range of clinical, business, operational and program activities for multiple patient care units or the Emergency Care Center. Excellent communication skills, knowledge of CQI principles, commitment to a team management approach and flexibility are essential. All nursing clinical practice shall be evaluated and governed through the Chief Nursing Officer and/or their Registered Nurse designee.

Essential Functions:

- Ensures that quality patient care is delivered in accordance with Kern Medical Center's mission and philosophy, and in compliance with all regulatory agencies' standards.
- Develops annual short and long-term goals and objectives that support Kern Medical's strategic plan.
- Serves as the primary contact with other hospital divisions and outside agencies on matters subject to the Clinical Director's authority.
- Facilitates the development of inter-departmental operating systems and the resolution of problems.
- Mentors and coaches staff in order to develop leadership capable of directing the division's activities.
- Manages operating budget and maintains fiscal control of assigned hospital cost centers.
- Maintains knowledge of legislative activity and regulatory changes which impact the practice of nursing and the operation of nursing service at Kern Medical.
- Develops positive working relationships with physicians and other clinical staff, patients and their families.
- Serves as the chairperson for nursing committees; represents nursing on various hospital committees.
- Provides "house" coverage as required.
OTHER FUNCTIONS:

- May be required to act in the absence of the Chief Nursing Officer.
- Performs other related job duties as required.

Employment Standards:

Licensure: Current and clear license to practice as a Registered Nurse in California.

AND

Graduation from an accredited college or university with a Master’s degree in Nursing, Business or Health Care Administration or other related field AND four (4) years of full-time hospital nursing experience, including two (2) years managing a hospital nursing unit or serving as "house" manager at a health care facility.

OR

Registered Nurse AND six (6) years of full-time hospital nursing experience, including three (3) years managing a hospital nursing unit or serving as "house" supervisor/manager at a health care facility.

Possession and maintenance of a current American Association Healthcare Provider Basic Life Support (BLS) card. Appointees not possessing the BLS card must successfully complete appropriate training and qualify for the BLS card within 60 days of employment.

Employees must maintain all health requirements designated by Kern Medical.

Knowledge of: principles of nursing administration and personnel management; modern principles, methods and practices of nursing; research related to patient safety, patient satisfaction, evidence based practice, principles and techniques of effective supervision and staff utilization; development, application and uses of nursing records, reports and statistics; principles of education, in-service training and competency development for professional and allied nursing personnel; modern hospital organization, budget preparation and interpretation, budget variance analysis, basic essentials related to development of charging practices and charge entry for nursing units practice, supplies and equipment; medical terminology.

Ability to: establish and maintain effective working relationships with staff, other individuals and groups, other departments and agencies; prepare clear, concise and comprehensive written reports; to communicate effectively both orally and in writing.

A background check will be conducted for this classification.