

Full Time / Salary / Exempt / Pay Range \$133,703.00 – 208,911.00 per year

Location: Santa Cruz County, CA

The Clinical Director is responsible for all patient care related to the interdisciplinary groups in the region. Ensures optimum utilization of resources and has ultimate budget responsibility and accountability for direct patient care provided by the patient care teams within assigned region.

Qualifications:

- Bachelor's degree or four years' hospice experience required
- Current license as RN in the state where the employee will be working (preferred)
- Active BLS for healthcare professionals from the American Heart Association or Red Cross.
- Progressive management experience in a healthcare setting with supervisory, fiscal and operations responsibilities preferred
- Expertise in regulation interpretation and process
- Demonstrated leadership experience
- Experience in system redesign and integration
- Demonstrated ability in mentoring, individual/group facilitation and motivation
- Experience in fiscal accountability
- Strong goal/outcome orientation
- Excellent customer service focus
- Excellent written and verbal communication and conflict resolution skills
- Self-directed work style with the ability to handle multiple priorities simultaneously
- Mobile Driver – Valid driver's license and automobile insurance per Company policy. Ability to travel off-site to meet business needs

Competencies:

- Satisfactorily complete competency requirements for this position

Responsibilities of all employees:

- Represent the organization professionally at all times through care delivered and/or services provided to all clients
- Comply with all state, federal and local government regulations, maintaining a strong position against fraud and abuse
- Comply with company policies, procedures and standard practices
- Observe company health, safety and security practices
- Maintain the confidentiality of patients, families, colleagues and other sensitive situations within the organization
- Use resources in a fiscally responsible manner
- Promote the organization through participation in community and professional organizations
- Participate proactively in improving performance at the organizational, departmental and individual levels
- Improve own professional knowledge and skill level
- Advance electronic media skills
- Support company research and educational activities
- Share expertise with co-workers both formally and informally
- Participate in Quality Assessment Performance Improvement activities as appropriate for the position

Leadership Success Factors:

- Expresses thoughts and ideas clearly. Adapts communication style to fit audience.
- Originates action to achieve goals.
- Management Identification. Identifies with and accepts the problems and responsibilities of management.
- Makes realistic decisions based on logical assumptions which reflect factual information and consideration of organizational resources.

- Planning, Organizing and Controlling. Establishes course of action for self and/or others to accomplish a specific goal; plans proper assignments of personnel and appropriate allocation of resources; and, monitors actual results versus approved plans.
- Uses appropriate interpersonal styles and methods in guiding others toward task accomplishment.
- Work Standards. Sets high goals and standards of performance for self and others. Compels others to perform.
- Tolerance for Stress. Maintains stability of performance under pressure and/or opposition.
- Generates and/or recognizes imaginative, creative solutions in work-related situations.
- Allocates decision-making and other authorities effectively and appropriately.
- Staff Development. Develops the skills and competencies of subordinates.
- Organizational Sensitivity. Perceives the impact and the implications of decisions on other components of the organization.
- Observes and complies with the highest standards of conduct and ethical behavior, adopting a strong position against fraud and abuse.
- Regulatory Compliance. Educates and monitors staff regarding their own and the organization's responsibilities for regulatory compliance.
- Job Responsibilities:
- Works in collaboration with Department of Professional Relations' staff to support business growth initiatives.
- Responsible for the facilitation and coordination of all disciplines and aspects of a comprehensive hospice program in region.
- Identifies opportunities for operating efficiencies and other performance improvement in patient care operations.
- Receives feedback from customers (internally/externally) and effectively obtains a satisfactory customer outcome.
- Provides regular reports of the status of the patient care operation to management.
- Promotes education and accountability of management and team members related to budgeting and fiscal implications.
- Oversees compliance with all regulatory and accreditation standards within areas of oversight.
- Acts as liaison between teams, Community Care Partners, and patient/families.
- Assists team Managers in problem resolution.
- Administers direct nursing care to select patients, as deemed appropriate, to maintain own clinical competence and/or to assess particular patient requirement and to provide modeling to staff.
- Performs other duties as assigned.