

Employment Opportunities

EO-482

November 6, 2024

“Employment Opportunities” (EO) is a job clearinghouse for non-profit organizations. A one-time listing in Positions Available for LeadingAge Wisconsin members/subscribers is \$50 for a direct reply and \$75 for a blind ad. The fee for non-members for a onetime listing in Positions Available is \$100 for a direct reply and \$125 for a blind ad.

Employment Opportunities are typically included in our *Member Updates* newsletter. Ads submitted also are displayed on the LeadingAge Wisconsin website which can be found at:

www.leadingagewi.org/services-education/employment-opportunities.

EO-1073 Assistant Director of Clinical Services (ADON) – Sheboygan County, Wisconsin

I. PURPOSE AND SUMMARY

The Assistant Director of Clinical Services shall collaborate with the Director of Clinical Services and Nursing Management team in the operational duties to assure regulatory compliance and implements, coordinates, monitors, and evaluates the delivery of quality nursing care using an intradisciplinary team approach.

II. ESSENTIAL DUTIES

- Evaluates the performance of staff nurses, providing feedback and mentoring.
- Direct, supervise and manage Licensed and Certified Nursing Staff.
- Establishes and maintains an effective system of communication and feedback with nursing staff personnel.
- Exercise the duties and responsibilities of management as it relates to the hiring, managing and recommending termination of staff assigned to the area.
- Advises the Director of Clinical Services as to the status of clinical and therapeutic programming and makes recommendations for the development of new programs.
- Serve as a resource to facility Administrators, Director of Clinical Services, Nursing Department and therapy staff.
- Maintains a cooperative relationship among health care teams by communicating information, responding to requests, building rapport, and participating in team problem-solving approaches.
- Assist in facility preparations for the survey process and serve as a resource for staff in matters of regulatory compliance.
- Assistant to the Director of Clinical Services and Nursing Management team to provide backup coverage in the following areas included but not limited to: investigations, wound care, infection control, MDS documentation, and staff development.

- Participate in QAPI functions in conjunction with Administrator, Director of Clinical Services, Medical Director, and the IDT.
- Assist with developing, implementing, and assessing Quality improvement plans for the nursing department.
- Participates in the development and implementation of resident care plans, resident assessments and discharge planning.
- Evaluate nursing service needs, establish staffing requirements and periodically review and adjust the organizational plan for nursing service personnel to accommodate changes that are necessary and in alignment with budgetary guidelines.
- Develops, reviews and approves departmental policies and procedures.
- Completes patient care requirements by scheduling and assigning nursing and staff duties and following up on work results.
- Assumes on-call supervisory responsibilities for the facility as assigned including covering the nursing department in the Director of Clinical Service's absences.
 - May perform other varied duties per facility as needed.

III. QUALIFICATIONS

- Graduate of an accredited nursing program.
- Registered Nurse with valid current license in the State of Wisconsin and CPR certification
- Education/and or experience in long-term care, acute care, or geriatric nursing preferred.
- Strong clinical assessment skills and working knowledge of skilled nursing requirements and limitations.
- Ability to conduct ongoing clinical monitoring and skillfully interact with other health care professionals.
- Good knowledge of the principles and practices of nursing home operation and willingness and ability to learn specific procedures.

IV. WORKING RELATIONSHIPS

- Reports to the Director of Clinical Services.
- Supervises, directs and manages the nursing staff.
- Establishes a compassionate environment by providing emotional, psychological, and spiritual support to patients, families, and co-workers.
- Performs duties with consideration for clients, peers, other employees, guests, visitors and other providers.

V. WORK ENVIRONMENT AND PHYSICAL REQUIREMENTS

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk and hear.
- This position is very active and requires standing, walking, bending, kneeling, stooping, crouching, crawling and climbing all day. The employee must frequently lift or move objects and patients weighing over 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.
- Specific hearing abilities required by this job include, hearing conversation in noisy and quiet environments, locating a sound source and differentiating among nonspeech sounds, communicating through speech.

- Ability to adapt to changes in daily work hours and schedule.
- Initiate timely emergency resuscitation measures according to adult resuscitation and advanced life support protocols.
- Risk of blood borne pathogen exposure is considered high.

Interested candidates can apply directly online at:

<https://www.governmentjobs.com/careers/sheboygancounty>