

Employment Opportunities

EO-503

January 9, 2025

“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-1103 RN Memory Care Manager – Dousman, Wisconsin

Three Pillars Senior Living Communities is located in Dousman, WI. We are seeking caring team members willing and able to commit to our workplace values: Respect, Commitment, Fulfillment, Empathy and Fun!

The Memory Care Manager supports our mission and values by serving as Administrator of Record for Riverside Lodge (RSL).

What will I do as the Memory Care Manager?

- Serve as an expert in dementia/memory care for all residents and associates.
- Leads and directs all care, services and programming, ensuring exceptional quality and services while maintaining compliance with all federal and state regulations.
- Maintain timely, accurate written charts/documents/records as required by law/regulations/Three Pillars policies and procedures.
- Develop and maintain an Individual Service Plan for residents including annual and change of condition updates.
- Assess and document changes in resident condition. And follow up with physician and family as indicated. Rounds with physicians.
- Schedule appointments and transportation (if necessary) for routine MD visits and referrals.
- Oversee all aspects of resident life: ADL's, housekeeping, nursing, medication management, programming and dining and provide feedback to Senior Director of Dementia Programming as needed.
- In conjunction with the Senior Director of Dementia Programming completes Three Pillars assessments as required (annual, change of condition, new admission).
- Operate within budgetary guidelines. Hold department staff accountable for operating within budget. Purchase routine equipment and supplies.

- Suggest revisions to policies and procedures to Senior Director of Dementia Programming. maintain quality care, and quality of life ensure a safe working environment, and meet regulatory requirements for staff and residents.
- Maintain good flow of communication between staff. Preserve confidentiality.
- Reports staffing needs to Senior Director of Dementia Programming such as openings/shift changes/moves within campus, etc.
- Completes staff interviews in collaboration with the Senior Director of Dementia Programming.
- Completes timecards and payroll for SAs and nurses as required.
- Provide and delegate training and staff development to team members that have the passion and the will to learn Social Model techniques to meet the residents' and families' wants and needs. Attend shift report.
- Coach and supervise Service Associates and nurse. Conduct fair, accurate and timely performance evaluations in collaboration with the Senior Director of Dementia Programming. Administer fair and consistent discipline in collaboration with the Senior Director of Dementia Programming.
- In collaboration with the scheduler ensure consistent Service Associates to staff RSL 24 hours/day, 7 days/week.
- Maintain accountabilities for all tasks, duties, or activities of RSL staff in collaboration with Senior Director of Dementia Programming.
- Set an exemplary model for staff through professional appearance, treatment of employees and showing dedication to company goals and values.
- Notify Environmental services if Material Safety Data Sheets for RSL-MC require additions or corrections.
- Promptly investigate and follow through on all resident and employee incidents/injuries in collaboration with the Senior Director of Dementia Programming.
- Provide a safe working environment for employees with an effective safety program to prevent injuries and return to work programs for those injured on the job.
- Follow safety, security, infection control (including Standard Precautions) and hazardous materials policies and procedures. Perform all tasks to assure resident and personal safety and the protection of Three Pillars property.
- Consult with other departments to coordinate efforts to provide services that meet organizational needs.
- Achieve satisfactory performance in all performance evaluation areas.
- Continually seek opportunities for Quality Improvement.
- Actively recognize and appropriately respond to customer needs in collaboration with the Senior Director of Dementia Programming.
- Keep current with job standards through in-service training, continuing education, personal and professional development.

What is required in this position?

- Registered Nurse in the state of Wisconsin.
- Minimum of three (3) years' experience in a memory care geriatric setting, managerial responsibilities preferred.

- Basic computer knowledge required. Ability to learn and use computer applications as they apply to job duties.
- Knowledge of state and federal regulations as applied to the CBRF.
- Strong understanding of therapeutic and behavioral interventions and techniques for effectively interacting with individuals with cognitive impairment.
- Minimum education must be Dementia related.
- First aid, CBRF and fire safety training.
- Able to work an on-call rotation in the memory and assisted living care units.

What makes Three Pillars Senior Living Communities unique?

At Three Pillars Senior Living Communities, sponsored by the Masonic Fraternity, our mission is to take pride in meeting the social, physical, and spiritual needs of older adults through high quality housing and services.

Three Pillars Senior Living Communities has served our community since 1905. We feel strongly about keeping families together, which is a driving principle and one of many benefits of our continuum of care model. We provide exactly what our residents need with a forward-looking approach within Independent Living, Assisted Living, Memory Care, Rehabilitation, and Long-Term Skilled Nursing. With campus renovations and expansion underway and even more planned through 2025, employees at Three Pillars are part of exciting growth and a promise for a bright future.

Why work here?

Three Pillars Senior Living Communities offers more than just a job, but a fulfilling career where you make a difference in people's lives every day.

Our staff knows they can count on Three Pillars as a remarkable place to work, where their skills and strengths are appreciated and nurtured.

Our residents know they can trust the extraordinary people who make up the Three Pillars team to provide them with an excellent experience and a quality place to live.

Our team takes pride in their roles, in providing optimum care for our residents, and in living out our workplace values.

Our culture of caring is palpable, and best of all, when you work at Three Pillars, you are part of a family of the best co-workers and residents around.

Three Pillars cares for our Staff by offering many competitive and generous benefits and perks including:

- Excellent benefit options for part time & full-time employees including paid time off, retirement savings plans, and tuition reimbursement
- Comprehensive benefits for full time employees (30 + hours per week) including medical, dental, vision, FSA, company paid life insurance, and short- and long-term disability insurance
- Scholarship opportunities for high school & college students
- No and low-cost wellness programs including an on-site fitness facility and chair massages

- Weekend shift differential for all regular hourly employees
- Referral bonuses, employee assistance programs, and employee emergency loans
- Onsite conveniences including meal service and movie tickets
- Fun days planned by an employee committee, featuring games, resident-judged contests, casual days, and more!

Learn more about our community today: www.threepillars.org

Direct link to apply: <https://threepillars.recruitpro.com/jobs/299508-35912.html>