Is Recruiting For:

CHIEF NURSING OFFICER

San Joaquin General Hospital is seeking a highly ethical, principled and talented Chief Nursing Officer to join the Executive Management team to provide leadership and administrative oversight of the complex operational nursing activities of San Joaquin General Hospital’s Nursing Departments.

Well-qualified candidates should possess a strong foundation and understanding of acute care nursing administration and possess the highest level of dedication to healthcare while serving economically and culturally diverse communities. In addition to having integrity and a philosophy of excellence in providing health services, education and professional training; candidates should exercise sound judgment in making administrative decisions and resolving problems, have strong communication, presentation, and interpersonal skills, and maintain effective working relationships with committees, healthcare staff, the County Administration, County Board of Supervisors and the general public.

THE DEPARTMENT

San Joaquin General Hospital, a public hospital originally established in 1857, is a 196-bed general acute care facility providing a full range of both inpatient and outpatient services. In addition to providing direct medical services, the hospital is active in providing education for health professionals through post-graduate residency programs in General Surgery, Internal Medicine and Family Practice and has trained over 3,000 physicians since the residency programs were established in 1932. The hospital also participates in clinical affiliation agreements for training programs in a variety of health professions including Registered and Licensed Vocational nurses, Pharmacists, Radiology Technologists, Social Workers and Respiratory Therapists.

San Joaquin General Hospital’s friendly staff is committed to creating a warm and personal environment which is sensitive to both a patient’s emotional and physical needs. The staff of San Joaquin General Hospital work hard to provide the highest quality health care services to the residents of San Joaquin County. We are proud and confident of our tradition of serving and caring for our patients with courtesy, respect, dignity, enthusiasm and a positive attitude.

This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.
SAN JOAQUIN COUNTY

A land of beauty, recreation and natural riches—from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

ARTS, CULTURE, AND RECREATION

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the county and beyond, held in downtown Stockton.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The county-owned and operated Micke Grove Park offers a zoo, rides and an historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.

AGRICULTURE

The county is one of the most agriculturally rich regions in California and is the number one producer, statewide, of asparagus. Twenty-four thousand acres of county farmland is dedicated to production of this crop. In recent years, the leading crop in the county has been wine grapes, and wineries and vineyards have sprung up from Stockton to Lodi.

EDUCATION

From preschool to higher education, the county has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus - Stockton Center, Humphreys College and Law School, National University and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The county's 17 school districts provide families with a wide choice for children's educational development.

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Make San Joaquin County your new home. Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi.

San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.
THE POSITION

The Hospital Chief Nursing Officer is a key member of the executive management team at San Joaquin General Hospital. Well-qualified candidates will have a strong administrative background in acute care nursing and demonstrate experience with the principles and practices of health care administration including budget and fiscal management, supervision, responsibility and accountability for establishing the nursing standards of patient care, nursing practices, policies and procedures.

Candidates must also be well versed with the day-to-day operational needs in regards to nurse staffing plans and standards to measure, assess, and improve patient outcomes.

NURSING DEPARTMENT

The Mission of the Division of Nursing is to provide compassionate care to the culturally diverse residents of San Joaquin County. We are responsive to the changing needs of health care in a cost-effective, creative, and innovative manner. This is achieved through providing an environment in which excellence in nursing practice can occur, nurtured by the education of staff, patients, and family. The Hospital Chief Nursing Officer will provide oversight to the following nursing departments:

- Cardiology
- Case Management
- Clinical Education
- Dialysis
- Emergency Department
- Float Pool
  - Escort/Errand
- Family Maternity
  - Labor & Delivery
  - Post-Partum
  - Nursery
- ICU/Telemetry
- NICU/ICN
- Nursing Administration
- Medical Guarded Unit
- Medical/Surgical
- Perioperative Services
- Respiratory Care
- SAFE
- Social Services

TYPICAL DUTIES

The Hospital Chief Nursing Officer is responsible for carrying out the following duties:

- Plans, organizes and directs the activities of the Nursing Department, including Nursing Education, Respiratory Services, Case Management, and other assigned areas to ensure optimum patient care at all times.
- Directs nursing education programs for the Nursing Department; identifies needs and coordinates the development of training programs for nursing personnel through the Hospital Education Services unit.
- Coordinates and directs the development and implementation of hospital-wide plans for providing nursing care, programs, policies and procedures addressing how nursing care is delivered, and effective on-going programs to improve quality of nursing care, treatment, and services.
- Coordinates with hospital administrative staff and hospital department heads regarding issues, policies and procedures that impact the patient safety and quality of care.
- Plans, implements and controls the Nursing Department budget so as to maintain expenditures within projected levels; administers resources and personnel within the Nursing Department in an efficient and cost-effective manner.
- Attends administrative and medical staff meetings as assigned; serves on committees, provides liaison between San Joaquin General Hospital’s Nursing Department and other agencies on matters related to nursing.
- Prepares complex reports, memoranda, and other written material; prepares and presents statistical, informational and other kinds of periodic reports including productivity levels.
- Initiates and direct studies to determine the adequacy of existing practices; summarizes findings and implements appropriate actions.
- Directs programs to ensure compliance with the Joint Commission, Federal and State of California regulations and professional organization standards, and that quality control programs are maintained as appropriate.
Chief Nursing Officer

COMPENSATION PACKAGE

San Joaquin County offers a competitive compensation package.

**Annual Base Salary:** $186,093.31-$226,241.60

In addition to base salary, the County offers:

- Cafeteria Plan: **$24,022.96** annual amount which may be used to purchase medical, dental, and vision coverage. Unused monies are included in salary. The entire cafeteria amount is considered earnings and is added to the base salary when calculating retirement benefits.
- A 5% employer contribution to the County’s 457 Deferred Compensation Plan.
- Vacation cash-out up to 15 days annually (valued from $10,736 to $13,052).

Total potential cashable compensation valued as follows:

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<thead>
<tr>
<th></th>
<th>Base</th>
<th>Midpoint</th>
<th>Maximum</th>
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</thead>
<tbody>
<tr>
<td>Annual Base</td>
<td>$186,093</td>
<td>$205,177</td>
<td>$226,241</td>
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<tr>
<td>5% Deferred Comp</td>
<td>$9,304</td>
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<tr>
<td>Vacation Cash-Out</td>
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<tr>
<td>Cafeteria Plan</td>
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<td>$24,022</td>
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<tr>
<td><strong>Total Compensation</strong></td>
<td><strong>$234,067</strong></td>
<td><strong>$257,657</strong></td>
<td><strong>$283,328</strong></td>
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**Other benefits:**

- 1937 Retirement Act plan with reciprocity with CALPERS.
- 125 Flex Benefits Plan.
- 12 days sick leave annually with unlimited accumulation.
- 15 days of vacation leave (20 days after 10 years and 23 days after 20 years).
- 10 days administrative leave per year.

[https://www.sjgov.org/department/hr/benefits](https://www.sjgov.org/department/hr/benefits)

**RECRUITMENT INCENTIVES***

- Reimbursement of qualifying moving expenses up to $5,000
- Vacation accrual rate consistent with candidate’s total years of public service
- Sick leave credit up to 160 hours of unreimbursed sick leave from prior employer

*Recruitment Incentives may be available. Incentives must first be approved by the San Joaquin County Administrator’s Office.

**DESiRABLE QUALIFICATIONS**

**Education:** Possession of a Master’s Degree from an accredited college or university with a major in Nursing, Business Administration, Health Care Administration, or closely related field.

**Experience:** Five years of increasingly responsible clinical or administrative nursing experience in an acute care hospital of 100 or more beds, three years of which must have been in a management capacity.

**Substitution:** Possession of a Bachelor’s Degree in Nursing and two additional years’ experience in a management role in nursing administration may be substituted for the Master’s Degree.

**License & Certificates:** Current license as a Registered Nurse in the State of California; Membership in American Organization of Nurse Executives and/or Association of California Nurse Leaders.

**APPLICATION & SELECTION**

Completed application package including supplemental application must be submitted to the Human Resources Division by the final filing date: **May 19, 2017**

**Apply Online Today:**

[Website: https://www.sjgov.org/department/hr](https://www.sjgov.org/department/hr)

Or submit your application, supplemental and resume to:

San Joaquin County Human Resources
44 N. San Joaquin Street Suite 330
Stockton, CA 95202
Tel: 209.468.3370
Fax: 209.468.0508

If warranted by the number of applicants, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in selection processes.

Final candidates will be interviewed by the Chief Executive Officer of San Joaquin General Hospital.

**This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.**

“Our community’s health and well-being is our highest priority!”

Exempt Recruitment Announcement 0517-EH3103-EX

San Joaquin County is an Equal Opportunity Employer
SUPPLEMENTAL QUESTIONS

Please submit responses to the following questions along with your employment application to the San Joaquin County Human Resources Division. Please number your responses and address each question separately, limit one page per question. Please provide a detailed description of your experience including employer name, position title and dates of employment with each answer. These questions will be reviewed in evaluating your qualifications.

This position will oversee all of San Joaquin General Hospital's Nursing Departments. Ideal candidates should have experience in the following areas:

**Nursing Administration**

1. Please describe your management and nursing leadership experience in an acute care hospital. Include in your answer: staffing and scope of administrative responsibilities and provide specific examples of the challenges you faced as a nursing administrator and how you developed solutions and/or operational strategies to achieve the hospital’s mission and objectives.

**Policy and Regulation Administration**

2. Provide specific examples of nursing policies or programs you led and what accomplishments you made as an administrator of those areas.  
   - Please also include your experience in developing nursing policy and procedures that reflect current clinical practice, professional standards and facility philosophy of care. Provide specific examples of your role in the implementation and management of these areas as they pertain to staff adherence, training, and remaining within the guidelines of Joint Commission, State and Federal Regulations.

**Financial and Budgetary Experience**

3. Please describe your experience in coordinating and managing various Health Care funding accounts. Please be specific on what role you played in the budgetary process and scope of responsibilities including the financial challenges you may have faced when balancing staffing ratios with census, monitoring overtime of staff and solutions you developed to minimize these challenges.

**Presentation and Networking Experience**

4. Please describe your networking and public speaking experience when working with Hospital Boards and Committees, political representatives and the community. Include examples of presentations you have conducted as they pertain to Health Care Administration.

**Membership Organizations**

Are you currently a member of one or both of the following organizations? (Check all that apply):

- American Organization of Nurse Executives
  Membership Number: ______________________

- Association of California Nurse Leaders
  Membership Number: ______________________