



Job Code: 8148
Grade: 24
HCWR: N

Job Title

Department

Director of Nursing Quality & Regulatory Compliance

Nursing Professional Development & Educations

This position is exempt from Career Service under the CCH Personnel Rules.

Job Summary

The Director of Nursing Quality and Regulatory Compliance reports to Associate Nurse Executive of Quality, Development, and Advanced Practice Nursing and is responsible for enhancing the clinical quality and outcomes of nursing practice through the use of clinical data and project planning, implementation and evaluation by applying evidenced-based best practices throughout Cook County Health (CCH). In addition, the Director of Nursing Quality and Regulatory Compliance is responsible for developing systems and processes, which ensure continual survey readiness and regulatory compliance. The CCH is made up of John H. Stroger Hospital, Provident Hospital, Oak Forest Health Center, the Ambulatory and Community Healthcare Network, the CORE Center, Cermak Health Services, and the Cook County Department of Public Health. The mission of the System is to provide high quality care to the residents of Cook County (IL) regardless of ability to pay.

General Administrative Responsibilities

Collective Bargaining

- Review applicable Collective Bargaining Agreements and consult with Labor Relations to generate management proposals
- Participate in collective bargaining negotiations, caucus discussions and working meetings

Discipline

- Document, recommend and effectuate discipline at all levels
- Work closely with labor relations and/or labor counsel to effectuate and enforce applicable Collective Bargaining Agreements
- Initiate, authorize and complete disciplinary action pursuant to CCH system rules, policies, procedures and provision of applicable collective bargaining agreements

Supervision

- Direct and effectuate CCH management policies and practices
- Access and proficiently navigate CCH records system to obtain and review information necessary to execute provisions of applicable collective bargaining agreements



General Administrative Responsibilities

Management

- Contribute to the management of CCH staff and CCH' systemic development and success
- Discuss and develop CCH system policies and procedures
- Consistently use independent judgment to identify operational staffing issues and needs and perform the following functions as necessary; hire, transfer, suspend, layoff, recall, promote, discharge, assign, direct or discipline employees pursuant to applicable Collective Bargaining Agreements
- Work with Labor Relations to discern past practice when necessary

Typical Duties

- The Director of Nursing Quality and Regulatory Compliance assesses, plans, organizes, directs and evaluates overall nursing quality and regulatory compliance initiatives at the unit, divisional, departmental and system level. The Director collaborates with Nursing leadership, Nursing staff and other patient care related services, as well as those in Quality/Performance Improvement roles to enhance the quality of nursing practice through the use of clinical data and the application of evidence-based practice. Under the direction of the Associate Nurse Executive, Quality, Development, and Advanced Practice Nursing, specifically have
- responsibility for:
- Providing leadership and direction in overall nursing quality and regulatory compliance.
- Planning, coordinating, implementing and evaluating programs provided by CCH relative to quality improvement and regulatory compliance.
- Utilizing various assessments and data, identify gaps in compliance from a quality and regulatory compliance perspective in the Department of Nursing.
- Reporting at the system, divisional and departmental level survey readiness findings and action planning to ensure compliance.
- Creating structure and processes to ensure optimal quality and compliant nursing performance.
- Partnering with various service lines, departments and leaders throughout the organization to promote and provide quality and compliance education that helps CCH meet its mission and vision.
- Serving as the Department of Nursing point of contact for surveyors during regulatory visits.
- Representing the CCH on various advisory boards and Commissions.

Reporting Relationship

Reports to the Associate Nurse Executive of Quality, Development and Advanced Practice Nursing

Minimum Qualifications

- Licensed as a Registered Professional Nurse in the State of Illinois
- Master's or higher level degree in Nursing from an accredited school of nursing
- Five (5) years of clinical or leadership experience as a Registered Nurse



Minimum Qualifications

- Three (3) years of nursing leadership experience
- Two (2) years of nursing quality and/or regulatory compliance experience

Preferred Qualifications

- Knowledge of and experience working in Magnet recognized facilities

Knowledge, Skills, Abilities and Other Characteristics

- Knowledge of research/evidence based practice initiatives, and Microsoft Office.
- Ability to: lead staff development initiatives to successful outcomes, and effectively utilize data, particularly with respect to evidence-based practices.
- Excellent interpersonal skills with the ability to establish strong and effective collaborative relationships.
- Excellent communication skills to prepare written materials and correspond with administrative personnel and the general public.

Physical and Environmental Demands

This position is functioning within a healthcare environment. The incumbent is responsible for adherence to all hospital and department specific safety requirements. This includes but is not limited to the following policies and procedures: complying with Personal Protective Equipment requirements, hand washing and sanitizing practices, complying with department specific engineering and work practice controls and any other work area safety precautions as specified by hospital wide policy and departmental procedures.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the personnel so classified.

For purposes of the American with Disabilities Act, “Typical Duties” are essential job functions.