

BEAUMONT HEALTH SYSTEM POSITION OVERVIEW

Position Title:	Vice President & Chief Nursing Officer (CNO) – Grosse Pointe
Organization:	Hospital Administration
Reports to Position Title:	Hospital President, Grosse Pointe
Reviewed	August 2016

The Chief Nurse Officer (CNO) serves as the voice of Nursing at the Grosse Pointe Hospital. He/she reports directly to the Hospital President. The CNO is responsible for overall nursing practice throughout the Grosse Pointe division and a total expense budget of 68 million, with 1,050 FTEs. The CNO will work collaboratively with both the divisional and system leads of the Health System Centers of Excellence and with divisional CNOs to ensure consistent nursing care delivery throughout the Health System.

Duties and Responsibilities (Aligned with Organization's Strategic Goals)

People

- The CNO is a key member of the executive team and administratively in charge of all nursing related functions.
- The CNO is a knowledgeable, transformational leader who develops a strong vision and well-articulated philosophy and builds trust with the nursing team through visibility.
- Develops, coaches, and manages a staff dedicated to providing expertise and customer service.
- Establishes partnerships with hospital and medical leadership as well as system counterparts.
- Participates in developing the hospital's plan for the recruitment and retention of nursing resources to ensure that a sufficient number of qualified staff members are available to meet the needs of the patients.
- Champions efforts to improve operational effectiveness; assuring customer satisfaction, clinical excellence, physician and employee satisfaction; and in developing and implementing strategic initiatives.

Quality and Safety

- Partners with hospital and medical leadership to achieve the highest quality healthcare in a clinically and fiscally accountable manner.
- Accountable for the efficient delivery of all patient care services for Beaumont Health System by participating in the development, evaluation and utilization of cost-effective, high quality nursing practices.
- Demonstrates and communicates commitment to performance improvement through systematic outcome monitoring of both administrative and clinical data effecting staffing and patient care.
- Develops and implements quality and utilization standards for patient care services to ensure coordinated plans of treatment, delivery of services that meet member's needs, and the cost-effective utilization of necessary services.
- Ensures policies, practices and procedures comply with administrative, legal and regulatory requirements of Health Plan contracts and governmental and accrediting agencies.

Quality and Safety Continued

- Maintains a state of continuous regulatory readiness.
- Ensures a multidisciplinary performance improvement program for the nursing services.
- The CNO establishes the vision for and provides leadership in the delivery of excellent patient care and in the achievement of a variety of hospital initiatives.
- Participates in decisions impacting the facility and operational performance.

Service

- Responsible for the strategic development, planning, and control of the delivery of patient care services and the vision for nursing within a facility.
- The CNO must exhibit compassion and work directly with patients, families and staff to ensure that Beaumont is providing an exceptional hospital experience.
- In collaboration with medical staff and hospital leadership, ensures a superior care experience and a safe environment for patients and staff.
- Communicates effectively as hospital's advocate to members of the community, continually seeking ways to improve and promote the public relations objective of the hospital and marketing services.

Financial

- In conjunction with hospital and medical leadership, determines the most cost-effective and efficient levels of patient care clinically and operationally; implements such locally.
- Collaborates with hospital management team and the medical staff to develop the overall financial plan.
- Assures short and long-range financial goals are met by establishing and controlling the budgets.
- Assists managers in preparation of department operating and capital budgets based upon criteria supported by volume and expense projections, cost benefit analysis, operating processes and other relevant information.
- Identifies and implements opportunities to reduce and control expenses as well as enhance revenues, recommends strategies to increase hospital efficiency in all areas of operations.

Growth

- Responsible for the seamless transition of patients across the continuum of care and to work collaboratively with the Centers of Excellence and Integration Councils to successfully achieve their objectives.
- Monitors and assesses trends, external environment and internal practices; makes recommendations to develop/adjust strategy to meet the changing business and market conditions.

Research and Education

- Ensures a professional development program which addresses the needs of clinical and management staff.
- Oversees direct patient care activities and clinical education and development.
- Establishes evidence based standards of practice, both clinical and managerial, and ensuring Beaumont's ability to reliably meet those standards.

Requirements

- Current Michigan Registered Nurse License.
- Bachelor's Degree in Nursing.
- Master's Degree in Nursing, Health Care Administration or Business Administration required.
- Minimum of five (5) years progressive management/leadership experience.
- Must possess proven leadership, interpersonal skills and ability to motivate in a team-oriented environment.
- Knowledge of current theoretical approaches to the delivery of nursing care and the strategies for examining and applying relevant concepts.
- The ideal candidate will have prior experience in leading a not-for-profit model nursing division of at least 200 beds or more.
- Must be able to multi-task and deliver quality care in a cost efficient manner, able to recruit and retain quality providers and manage budget's goals.
- Must be an advocate for excellent relations with physician base and be a team player.
- National certification as Nurse Executive recommended.
- Effective verbal and written communication, presentation, leadership, analytical and problem solving skills.
- Ability to lead and manage through change.
- Thorough knowledge of federal and state laws and regulations.
- Significant leadership experience in regulatory surveys.
- Proven ability to deliver results for meeting organizational objectives.