



Position Profile  
**Director of Nursing**  
National Children's Center



National Children's Center is partnering with Dragonfly Central to find a highly qualified Director of Nursing. This is an exciting opportunity to be in a key leadership role managing and coordinating nursing services. National Children's Center's mission is to enhance the lives of people of all ages, diverse backgrounds, and differing abilities through inclusive opportunities.

### **The Organization**

NCC has a 65-year history of providing exceptional service to our community, and is experiencing an exciting time of growth. The Director of Nursing position is a critical member of the Community Support Services team, executing all aspects of healthcare management, in support of the people supported. This is an exceptional opportunity for a candidate who is interested in helping elevate the health, wellness and medical management infrastructure of a dynamic and rapidly-growing non-profit as it continues to evolve in scope and provide equal access to quality medical care, while also promoting overall health and wellness to people of differing abilities. For more information about NCC, see [nccinc.org](http://nccinc.org).

### **The Position**

The Director of Nursing at the National Children's Center is a key leadership role responsible for the overall management and coordination of nursing services. The Director ensures the delivery of high-quality healthcare to our clients, aligning with our mission to enhance the lives and well-being of those we serve. The Director of Nursing works primarily at the NCC corporate office, with occasional travel to sites and community events. The role may require flexibility in working hours to meet the needs of the organization and people served. The Director reports to the Executive Director of Community Support Services.

The ideal candidate will be visionary and strategic, with the ability to oversee the healthcare needs of clients and the personal growth and performance of the nursing team. Leadership experience managing a nursing team within an organization is required, as is being detail-oriented with the ability to manage a program's budget.

### **Roles and Responsibilities**

As the Director of Nursing, you will provide visionary and strategic leadership to the nursing services program to ensure quality nursing care to residents in an environment which promotes their rights, dignity, freedom of choice, and their individuality as illustrated by the following:

- Ensure an environment which encourages each resident's/client's ability to maintain or attain the highest level of independence, physical and mental well-being by through assessment, planning, implementation, monitoring, intervention and evaluation of their nursing care
- Work closely with medical professionals, therapists, and other care providers to ensure a holistic approach to client care while promoting patient safety, quality of care and cost control
- Coordinate with other departments to integrate nursing services into overall care plans
- Communicate and interact effectively and tactfully with the clients, visitors, families, peers, and supervisors
- Develop, implement and ensure adherence to the policies and procedures for the personnel, patients, medical staff and public that ensure regulatory compliance
- Make written and oral reports/recommendations to the Executive Director, as necessary/required, concerning the operation of the nursing service department; represent the nursing department in interdisciplinary meetings and organizational committees

- Develop, implement, and maintain an ongoing quality assurance program for the nursing services program including implementing appropriate plans of action to correct identified deficiencies and assure best research-based practices; report on quality assurance to NCC leadership
- Identify and mitigate potential risks and hazards; review and manage risk assessment, including incident reporting, appropriate documentation, and feedback to NCC leadership. Provide re-education on risk-related events using performance improvement plans
- Supervise and mentor nursing staff, promoting professional development and continuous improvement
- Facilitate nursing department survey process (inspections) made by authorized government agencies, support the clinical restoration team
- Determine the staffing needs of the nursing service department necessary to meet the total nursing needs of the residents and collaborate with the scheduler/HR to ensure these are consistently met, while remaining on-budget
- Manage crisis situations and serious events involving clients
- Serve as liaison for the District of Columbia and Maryland Nursing Services Departments, as well as the Boards of Nursing in DC and Maryland

### **Administrative Duties**

- Manage the nursing department budget, ensuring efficient use of resources
- Oversee staff scheduling, recruitment, and retention efforts
- Ensure accurate documentation and maintenance of client health records
- Serve as administrator for electronic healthcare systems such as CRISP and HRST
- Stay informed about relevant healthcare regulations and industry trends

### **Experience and Attributes**

- Registered Nurse (RN) license (MD and DC) in good standing
- Bachelor's degree in Nursing; Master's degree preferred
- Minimum of 7 years of nursing experience, with at least 5 years in a leadership role
- Experience with intellectual disabilities, mental or behavioral health
- Experience managing a departmental budget
- Internal and external audit compliance and reporting experience
- Strong leadership, communication, and organizational skills
- Experience in crisis management
- Commitment to providing compassionate and client-centered care

The salary for this position is \$125K - \$135K per year. NCC offers a competitive benefits package. The typical work schedule is Monday through Friday during NCC's office hours with occasional night and weekend meeting or events. Successful candidates must possess a driver's license and reliable transportation. A satisfactory background check and motor vehicle check is required before being hired.

### **Application Process**

National Children's Center is partnering with Dragonfly Central to find the ideal candidate for the Director of Nursing position. To apply, email a cover letter that details your fit with the position's requirements and a chronological resume to [NCC@dragonflycentral.org](mailto:NCC@dragonflycentral.org) . For all other inquiries, contact Ginna Goodenow at [ginna@dragonflycentral.org](mailto:ginna@dragonflycentral.org) .

***NCC is an equal opportunity employer. NCC provides equal opportunity to all qualified candidates without regard to race, color, religion, ethnicity, sex/gender, national origin, age, marital status, military/veteran status, sexual orientation, gender identity, pregnancy, genetic information, disability, or any other characteristic protected by applicable law.***