



**Hospice Director of Nursing**  
Plano, TX

**HIRING ASAP! Director of Nursing-Must have real hands-on hospice experience!**

Do you want to make a difference in the lives of others? Would you like to work in an environment where your voice is heard, and you are appreciated? Are you a leader and a team player? If any of these things sound like you, we look forward to talking to you about joining our team.

Our mission is to help patients live their final days with dignity and comfort. Thus, our goal is to compassionately administer skilled nursing care for terminally ill individuals in their place of residence while effectively coordinating their care.

As the DON/Administrator they will be a member of the Senior Management Leadership Team. The primary function of the role will be managing the overall administrative, clinical, fiscal, and financial integrity of patient care while meeting internal and external customer needs.

We are looking for an individual with a can-do attitude, a positive personality, and who wants to grow with a rapidly expanding organization. S/he must understand hospice care and know the value of alleviating an individual's pain and suffering. Must be able to commute to office in Plano, TX 75093.

**Health Benefits Available\***

**Weekly Pay!**

**Referral Program!**

**RESPONSIBILITIES**

- The Hospice DON/Administrator will be responsible for implementing company policy and mission by maintaining appropriate staffing levels, meeting set standards and goals, and assuring the long-term financial viability of the clinical program(s)
- Perform comprehensive assessments and analysis of the clinical processes in the offices and develop education based on the needs and findings to support the branches on ways to improve the delivery of patient care.
- Guide the development of the organization's process for eligibility, skilled need, development of care plan, and the delivery of care for our home health and hospice operations.
- Create SOPs and document these processes as needed for operational improvements. Support branches with both pre-and post-claim review as needed.
- Serve as an expert resource to the branches and regional leadership regarding Medicare COPs, company policy, Medicare episodic management, and key indicators.
- You will be responsible for leading the local program(s): from staffing and hiring to budget monitoring & leadership.
- Oversee the management of all hospice clinical operations.

- Supervised, oriented, mentored, developed, and ongoing evaluation of all patient care staff who are engaged in the delivery of care.
- Assures compliance with agency policies and procedures, state and federal laws, regulations, and accreditation standards.
- Assist with talent acquisition to ensure adequate staffing is maintained.
- Assist with quality assurance and performance improvement efforts.
- Assist with annual branch budget and monitor expenditures.
- Partner with clinical resources to oversee patient intake and inquiries and assess patient needs.

## **EDUCATION**

- Associate's or Bachelor's degree in Nursing or a related field from an accredited college or university or the international equivalent preferred.
- Current Texas State license as a Registered Nurse.

## **REQUIREMENTS**

- Understanding of the hospice philosophy, pain management, and the needs of the terminally ill.
- A minimum of three to five years of hospice experience is required, along with a proven ability to manage a fast-paced, independent work schedule.
- At least 1-year hospice clinical management experience.
- Ability to assess patient needs and formulate individualized patient care plans to meet those needs.
- Demonstrate excellent interpersonal and communication skills.
- Current CPR and skilled/knowledge in palliation and end-of-life.
- Current Texas Driver's License and must have and maintain reliable transportation and valid auto liability insurance.

*The Company and its affiliates, comply with applicable Federal civil rights laws and we do not discriminate on the basis of race, color, national origin, age, disability, or sex.*