

**University of Virginia Medical Center
Job Description for Administrative Staff**

Job Title: Chief Nursing Officer	Job Code:	Date: 8/5/05 Revised: 1/1/2013
Reporting Relationship: Reports to the Associate Vice President for Hospital and Clinics Operations		Direct Reports: Supervises Administrators and Directors over Assigned Areas
<p>Job Summary:</p> <p>Assumes responsibility for Nursing Services which includes the direct administration of nursing care throughout all hospital based services. Also has responsibility for administration of the Heart and Vascular Center, and the Cancer Center. Responsibilities include effective resource utilization, short and long range planning, program and policy development, implementation and evaluation. As a member of the hospital's leadership team, the individual requires a vision for the future of health care and expertise in continuous quality improvement, customer service, resource and financial management, efficient and effective system processes and professional development.</p> <p>Specific Responsibilities:</p> <ul style="list-style-type: none"> • Serves as the executive for the discipline of nursing. Integrates the philosophy, mission, values, and goals of the Medical Center into the direction and plan for Nursing Care Services. Promotes an evidence-based practice model of care delivery and a culture that recognizes clinical excellence. Provides leadership and direction to Nursing Services. Ensures availability of required resources for delivery of patient care services. • Supports continual improvement in patient care within a cost-effective environment in collaboration with the other leaders within the Medical Center. Identifies quality improvement initiatives and oversees implementation in order to improve patient care services. Fosters a multidisciplinary approach to quality improvement work with a focus on improved coordination of services and enhanced clinical outcomes. Ensures the patient care delivery systems include consideration of acuity, patient mix, community needs, the knowledge and skill of staff, available resources, and established health care benchmarks. • Functions as an integral member of the hospital leadership team. Participates in the organization's decision-making structures and processes in order to ensure delivery of appropriate nursing and patient care services to patients. Identifies and articulates the common needs and viewpoints of nurses and patient care staff to appropriate decision-making groups and communicates the implications of environmental changes at the patient care level to hospital leadership. Participates with key Medical Center Leaders in developing, reviewing and ensuring the Medical Center's mission, strategic and operational plans, budgets, resource allocation and policies are carried out. Represents the Medical Center in regional, state, and national nursing arenas. • Foster effective relationships with the division medical director within the School of Medicine, with the foremost representatives of the Clinical Staff, and with Medical Center leadership to establish a quality agenda that reaches throughout all levels of the organization. <p>Qualifications:</p> <ul style="list-style-type: none"> ▪ Master's degree in Nursing. Prefer PhD. Possesses current Nursing License. ▪ 10 years of experience with increasing levels of responsibility within a Healthcare Organization demonstrating leadership, strategic thinking and responsibility for operations. ▪ Possesses skills in communication (both verbal and written), mentoring/coaching and collaboration. 		