

Leadership Profile

Director of Nursing Services

September 2021



Seven Hills Pediatric Center
Groton, MA

The Opportunity

Seven Hills Pediatric Center is seeking a passionate and quality-driven Director of Nursing Services (DON) to be responsible for the management of Seven Hills Pediatric Center's clinical programs. This is an opportunity to bring a fresh perspective for interdisciplinary nursing while directing a team supporting medically fragile children and young adults with intellectual and developmental disabilities.

Quality of work life at Seven Hills Pediatric Center is very attractive. Serving this highly disabled population is a richly rewarding experience, and the work atmosphere is uplifting and gratifying. Consistently having a Five-Star Quality rating and a full census, the organization has a significant endowment and is in strong financial condition. Funded 100% by Medicaid, cash flow is strong. Work life is significantly less stressful than comparable positions at organizations serving seniors; the schedule is much more regular and predictable, family and resident issues are far less problematic, benefits and retirement programs are flexible and liberal, and the work setting is attractive.

The Organization

Seven Hills Pediatric Center is an 83-bed skilled nursing community for children and young adults. Seven Hills Pediatric Center's exceptional and compassionate nursing and professional staff have years of experience providing coordinated, integrated long-term care to children with profound developmental disabilities and who also require complex medical care, need short-term respite services, or who are in need of short-term post-hospitalization care. Children receive all the necessary medical, nursing, therapy, educational, and leisure services possible to enhance their quality of life.

Surrounded by six acres of land in historic Groton, Massachusetts, Seven Hills Pediatric Center has integrated state-of-the-art medical technology into a beautiful home-like setting complete with large, brightly colored living rooms, physical and occupational therapy treatment rooms, a fully equipped specialized dental clinic, and the Seven Hills Academy at Groton. The philosophy of person-centered living is driven by the parent-centered team approach that is the hallmark of the award-winning Seven Hills Pediatric Center.

Hopedale

Seven Hills Pediatric Center expanded its work with children in 2015 with the opening of a new 12-bed state-of-the-art medically complex needs home in Hopedale, MA. Seven Hills Pediatric Center at Hopedale provides medical treatment and care, as well as rehabilitation services that are flexible, intensive, family centered, individualized and designed to meet the unique needs of each child. Ultimately, the purpose of SHPC at Hopedale is to offer a continuum of services that will support a successful transition back to family and community.

Award-Winning Care

Seven Hills Pediatric Center has a proven record of excellence and is the proud recipient of the Centers for Medicare and Medicaid Services (CMS) Five Star Rating, the highest rating given by CMS. For five years in a row, the U.S. News and World Report has recognized Seven Hills Pediatric Center as one of the top 1% of nursing facilities in the country.

The Position

Reporting to the Administrator, the Director of Nursing Services (DON), will provide leadership, oversight and management of the Nursing Department of Seven Hills Pediatric Center. The DON influences practice within the

Nursing Department and creates an environment to support professional practices. Collaborating with other health professionals, the DON will provide consultation to other department heads, peers, departmental resource persons and others as part of the management process. The Director of Nursing Services will:

- Interview, promote, employ, provide performance counseling and, when necessary, terminating clinical nursing and support staff according to established criteria.
- Determine appropriate salary and merit increments for all staff in accordance with departmental and facility policy.
- Assist staff to develop decision-making skills.
- Assist staff members to define professional practice goals.
- Establish and maintain a well-defined process for staff evaluation which includes written self-evaluation by each member, a review of each member's performance, and may also include peer review processes.
- Facilitate and support effective communication and collaboration among nursing staff and other members of the health team to achieve defined goals for resident care.
- Ensure that the model of professional practice enhances the quality of care for residents and families.
- Initiate the assessment of needs, in collaboration with staff.
- Plan, develop and implement programs which focus on the delivery and evaluation of resident care.
- Develop, utilize and evaluate standards of nursing care relevant to patient populations, in collaboration with staff.
- Create an environment that facilitates professional growth and practice competencies of staff.
- Develop a staffing plan that reflects a dynamic balance between resident needs, regulatory requirements, nursing expertise and limited resources.

Expectations:

- Participates in professional meetings and educational conferences to maintain and enhance professional competence.
- Incorporates knowledge about current issues in nursing, nursing management and health care into the professional practice environment.
- Assumes responsibility for engaging in the process of self-evaluation and mutual evaluation with the Administrator.
- Utilizes resources for the assessment and realization of personal career goals.

The Candidate

The Director of Nursing Services will ideally be masters prepared with a minimum of five years of nursing practice. S/he will have demonstrated leadership and management skills of a nursing department and a current Massachusetts license as a Registered Nurse from an accredited nursing program. Strong familiarity with regulations is critical.

Compensation

An attractive compensation package will be market-driven and constructed commensurate with the background and experience of the selected candidate. It will include liberal benefits, including a generous 403B program.

For More Information

We welcome referral of potential candidates or networking sources. Interested parties, please send resume and cover letter to BLenahan@ZurickDavis.com. For additional questions please contact **Bonnie Lenahan** at 207.590.9041 or **Jeffrey Zegas** at 781.938.1975. All contact with ZurickDavis will remain confidential.

Seven Hills Pediatric Center is an Equal Opportunity Employer.