

Leadership Profile

Director of Nursing

October 2021



Village Shalom
Overland Park, KS

The Opportunity

Village Shalom is a thriving, award-winning Continuing Care Retirement Community (CCRC) in the Greater Kansas City area that was founded in 1912 with the purpose of providing the highest quality long-term care to seniors. An independent, not-for-profit organization strongly supported by the Kansas City Jewish community, Village Shalom is a highly regarded, financially sound organization that occupies a modern, 26-acre campus and features high-quality residential services and care. It has a stable management team and low staff turnover and is located in a desirable community with many amenities nearby.

The Director of Nursing (DON) leads, directs, and coordinates the nursing programs, services and policies of Village Shalom. The DON will have the opportunity to provide the overall vision, direction, and administrative coordination for a multi-disciplinary team approach to resident care. This position positively contributes to the development of a learning environment that is based on Jewish values, traditions, and beliefs, where residents and staff are encouraged to grow and develop. This is the opportunity for a strong clinical leader to shine and continue to build upon a quality nursing team that is committed to its residents, families, and staff and to providing top quality care.

The Organization

In 2012, Village Shalom marked a century of providing the highest quality care to seniors throughout the Greater Kansas City area. At its current location since 2000, Village Shalom has served the needs of hundreds of seniors with a wide range of services including 64 independent living Villas, 54 assisted living apartments, 81 skilled nursing beds, 76 independent living apartments and 32 assisted living memory support. In addition, community members can make use of Village Shalom's Spa and Wellness Center, Village Shalom University, the on-site Epstein Gallery of Art, and outpatient rehabilitation services. Village Shalom employs almost 250 employees and is non-union. For more information, see www.villageshalom.org.

In 2018, Village Shalom broke ground on a major campus expansion and repositioning project that nearly doubled our footprint. The plans included a four-story independent living apartment community, a new 48-residence free-standing memory care community, a repurposed short-term rehabilitation center with expanded therapy space, and a "Main Street" with dining and service amenities that serve as the corridor from the new apartment community to the existing continuing care campus. The expansion officially opened in 2020.

Sponsored by the Kansas City Jewish community since its inception, Village Shalom maintains its commitment to providing resident-centered care that values everyone's quality of life as well as quality of care. The retirement community provides services to meet the physical, social and spiritual needs of senior adults from diverse cultures and economic backgrounds and has won regional and national awards for its innovations in senior living and care.

The culture of Village Shalom is driven by commitment to excellence and quality in resident services and care. It is a hard-working organization with high standards yet pays careful attention to work/life balance. The culture is receptive to new ideas, open-minded and flexible. Village Shalom is located in a desirable, safe community with an excellent school system. The Kansas City area offers access to excellent professional, cultural, educational and recreational opportunities and amenities.

The Position

Reporting directly to the Administrator, the Director of Nursing is responsible for the entire nursing staff for Village Shalom, which is currently 150 employees. S/he also holds responsibility for administrating, directing, and coordinating the programs, services and policies of Village Shalom. S/he or she will be expected to:

- Positively contribute to the development of a learning environment that is based on Jewish values, traditions and beliefs where residents and staff are encouraged to grow and develop.
- Direct the operation of the Nursing department to achieve financial objectives. Monitor budget on an ongoing basis and prepare variance reports, etc., to ensure financial goals are met or revised as appropriate.

- Maintain positive working relationships with Village Shalom management and staff, community agencies, physicians, therapists, families, volunteers, visitors and State of Kansas personnel.
- Develop and implement departmental policies and procedures
- Actively train, discipline, and coach nursing employees in all areas of performance, attendance and recognition.
- Work with Village Shalom Charitable Supporting Foundation and Development department on grant proposals, applications and reports.

The Candidate

The Director of Nursing candidate will hold a Bachelor's degree in Nursing, with a Master's degree from a recognized nursing program preferred. The right candidate will have a minimum of five years of nursing leadership experience. S/he will be a strong, compassionate leader with the ability to build teams. While not required, a certificate in Advanced Gerontology is preferred, as is a strong interest and experience in senior living. The DON will be licensed in good standing and possess working knowledge of State and Federal regulations. He or she must possess:

- Current knowledge on trends in nursing practice, education and management
- A working knowledge of budgetary systems in health care settings
- Strong experience with Quality Assurance & Risk Management, Continuous Quality Improvement and Total Quality Management
- A working knowledge of the MDS process
- Strong verbal and written communication skills
- Excellent organizational and time management skills.

Most importantly, he or she will demonstrate the ability to build lasting, quality, and effective relationships with employees, donors, residents and their families. The right candidate will also:

- Show strong commitment to the mission of serving elders with top quality services and care
- Be a highly credible team leader and team player
- Masterfully and patiently serve an often-demanding resident population and their families
- The ability to foster a learning environment that encourages and empowers staff to grow and develop personally and professionally
- Understand and embrace cultural and ethnic differences among all affiliated with Village Shalom— employees, residents, families, vendors, volunteers and other visitors— to create an environment allowing everyone to work toward and reach their fullest potential
- The ability to coach, support and facilitate staff in their problem-solving techniques
- Have proven managerial skills, with the ability to stretch and grow subordinates and to integrate different functions seamlessly to enhance overall synergy
- Clearly advocate for high standards and expectations
- Have diplomacy and tact, with the ability to manage conflict resolution
- Be easily accessible and thrive in a highly visible role
- Have strong listening and communication and presentation skills
- Project professionalism, credibility and composure

Compensation

Compensation package will be constructed commensurate with the selected candidate's background and accomplishments. Most significant is the opportunity to assume a key role in an innovative, nationally renowned organization.

For More Information

We appreciate and value all referrals. Interested parties should send resume and cover letter to VillageShalom-DON-2344@ZurickDavis.com. For additional questions, please contact Amanda McCarthy or Ellen Mahoney or at 781.938.1975. Contact with our office will remain confidential.

Equal Employment Opportunity Statement

Village Shalom is firmly committed to providing equal employment opportunity. Village Shalom does not discriminate in either their hiring practices or their employment practices on the basis of race, color, gender, age, national origin, ethnicity, ancestry, religion, disability, military status, sexual orientation, genetic information or physical characteristics. It is integral to their mission and vision that they provide a work environment that actively provides respect, dignity and equal participation, and facilitates job performance, job satisfaction and excellent patient care.