

Market Range Detail - Nursing Director

Effective Date

January 25, 2004

Market Range Title Description

This is a single position market range title responsible for planning and managing the nursing and clinical support services of Correctional Health Services to provide evidence-based, medically necessary health care to patients in the County jails so that they can proceed through the judicial system. The Nursing Director works under the direction of the Director of Correctional Health Services and provides significant input and guidance to the director regarding nursing operations. Work is accomplished through a large staff of Nursing Managers, Nursing Supervisors, Nurses, Licensed Practical Nurses, Medical Assistants, and administrative support staff positions. The incumbent is responsible for the development and supervision of professional managerial and supervisory staff including hiring, training, and performance management.

Typical job duties include: evaluating and overseeing the operational management of nursing and clinical support services for patients to ensure the provision of quality care; leading strategic planning for the division and tracking goals and measures; managing the division budget; maintaining close coordination with all units to ensure the continuity and collaboration of healthcare services; developing, directing, and implementing programs, policies, and procedures to meet patient needs; implementing standards of practice for all clinical services; participating on committees and recommending operational changes; managing a complex scheduling matrix and staffing model to ensure that all facilities are staffed sufficiently with appropriate level of healthcare staff as defined by the Nurse Practice Act; overseeing nurse recruiting; working closely with professional organizations to facilitate community awareness of correctional health nursing; evaluating training needs and developing on-site training for staff.

Market Range

Minimum Hourly Rate

\$47.15

Midpoint / Hiring Maximum

\$58.94

Maximum Hourly Rate

\$70.73

Likely Minimum Qualifications

- Bachelor's degree in Nursing.
- Valid unrestricted license as a Registered Nurse issued by the Arizona State Board of Nursing.
- Seven years of professional nursing experience including 3 years of nursing management experience.
- Other combinations of education and/or experience may be considered in substitution for the minimum qualifications.

Working Titles

- Director of Nursing

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.