We are pleased to announce an exciting opportunity to be part of our team at the Washington Soldiers Home. We have an immediate opening for a full-time Director of Nursing Services (DNS). As the DNS for WSH, you will lead the Nursing Department and be responsible for planning, organization, direction, compliance, supervision and evaluation of all nursing services provided in a skilled nursing and assisted living Veterans home.

The hiring manager reserves the right to review application materials and make a hiring decision at any point during this recruitment process. It is in the best interest of the applicant to apply as soon as possible.

The Washington State Department of Veterans Affairs (WDVA) is comprised of more than 800 dedicated staff who strives to fulfill WDVA's mission of "Serving Those Who Served." To achieve this mission, WDVA provides critical services to veterans and their families, both in the community and among four veterans' homes within the State of Washington. WDVA is a national leader in the quality of and advocacy for
veterans claims submitted to the U.S. Department of Veterans Affairs, reaching out to Washington's more than 600,000 veterans.

WDVA operates four veterans' homes in Port Orchard, Orting, Spokane, and Walla Walla providing Medicare and Medicaid nursing care for honorably discharged veterans, to include, in some instances, their spouses, widows or gold star parents.

For more information, visit our website at [www.dva.wa.gov](http://www.dva.wa.gov).

**Duties**
The Washington State Department of Veterans Affairs (WDVA) is pleased to announce an opportunity to truly make a difference in the lives of veterans as a Director of Nursing Services at our Washington Soldiers Home (WSH) located in Orting (near Puyallup) in Pierce County. Washington Soldiers Home and Colony is located on 181 acres in the Puyallup Valley serving over 100 residents in need of skilled nursing care. It was the first of four veterans' homes built for Washington State veterans and has a rich and proud history. This position will provide outstanding leadership to staff and exceptional care to residents while advocating for and carrying out WDVA's mission and vision.

Manage, plan, lead, and organize the nursing services of the Washington Soldiers Home which provides 3 levels of nursing care to residents of the home.

Oversees and assures development and implementation of policies and procedures necessary to provide structure for nursing and health care programs. Together with the medical staff and representatives of other disciplines, plans for needs and improvements of nursing and health care programs and their evaluation; participates in total facility program planning and development; cooperates and plans with other facility departments for optimum operation of interrelated functions.

Directs, supervises, coaches, and mentors nursing personnel and is responsible for developing, organizing, and evaluating nursing care program. Ensures compliance and training needs through programs, such as utilization review, quality assurance, infection control and medication error review.

Participates in conferences and lectures to professional and lay groups as necessary in support of facility objectives and obligations. Prepares reports, memoranda, and directives; answers correspondence pertaining to welfare of residents and the business of the nursing department. Manages contracted services for quality and serves as operational process owner.

Assure appropriate and optimum use of the organization's resources, including both budget and staff resources, and participate in the development of the biennial budget relative to requirements for nursing and health services.

Enhance proficiency and effectiveness of employees through timely appraisal, training, coaching and counseling, and professional development opportunities.
Assure through program management and direct supervision that care, treatment requirements and ancillary nursing services are successfully operating to meet individual and medical requirements and standards of care, and that regulatory compliance is maintained.

Work cooperatively with the facility's Medical Director and all other facility departments and outside service and treatment providers.

Demonstrate the principles of quality improvement/management by identifying opportunities for service improvement and ensuring implementation and maintenance of those improvements. Utilizes proactive innovative thinking, analytical, and problem-solving skills to address the challenges of the department and facility. Demonstrate project management skills, including ability to set and meet deadlines with proven results. Demonstrate energy and positive commitment to realization of agency and facility goals.

Serve as a member of the home's leadership team.

**Qualifications**

**Required Qualifications:**
Must currently hold a valid Registered Nursing licensing in the State of Washington.

Possess an unencumbered Registered Nurse License for the State of Washington.

Demonstrated experience in the delivery and monitoring of social and health service programs and working with vulnerable adults in a medical community.

Knowledge of geriatrics, developmental disabilities, and mental illnesses.

Ability to learn and maintain knowledge of current practices and procedures in the Washington State Department of Veteran Affairs.

Ability to manage and direct nurses in the work unit and make key decisions regarding actions and processes followed and regarding quality of care and life issues.

Ability to organize and prioritize tasks for efficient and effective utilization of resources; respond timely to email, phone messages, and mail.

Ability to interpret data and devise plans of actions to address areas of concern.

Ability to work effectively as a member of a multidisciplinary management team in a positive and professional manner and maintain an objective, professional and respectful demeanor with difficult persons or during challenging events.

Ability to understand and follow policies, regulations and directives.

Ability to learn and practice current principles and practices of personnel and
management; take timely, appropriate corrective/disciplinary actions.

Ability to communicate complex laws or policies to diverse groups of people (people from varying cultures, primary language groups, or/and sophistication).

Demonstrate an extensive understanding of state and federal regulations, and interpretations pertaining to nursing homes and specific to the Veterans Administration.

Familiar with the civil and criminal law and professional regulations related to abuse and neglect of vulnerable adults.

Understand the legislative processes and organizational structure responsibilities and operational procedures of the administration and other state agencies in regards to nursing homes.

Ability to assess situations and determine the best course of action to take to protect and further the goals and objectives of the department; make timely/responsive decisions using a logical rational approach.

Ability to effectively facilitate meetings and training sessions.

**Desired Qualifications:**
At least three years documented experience in long term care to include supervision and management.

At least three years documented experience in nursing practice, supervision and management of professional staff.

At least five years' experience as a Registered Nurse.

Bachelor's degree in business administration, public administration, law, public health, health administration, nursing or a related field or equivalent education and experience.

Experience managing thorough surveys such as Dept. of Social Health Services or VA.

Experience in the Quality Assurance (QA) and/or Process Improvements.

Knowledge of long-term care regulations, including DSHS and VA requirements.

- Knowledge of, or experience with the following:
  - Continued Care Retirement Communities (CCRC)
  - Professional nursing principles and techniques.
  - Mental health concepts.
  - Geriatric nursing standards.
  - Infection control and quality assurance.
- Medical records management.
- Physical and occupational therapy.
- Safety and regulatory guidelines and compliance.
- Staff development and training.
- Budget preparation and administration.
- Effective planning, decision making and conflict resolution.
- Problems solving skills in developing solutions for unanticipated issues and challenges.

To apply please visit:

Director of Nursing Services Orting