



**BRIGHAM & WOMEN'S HOSPITAL
NURSING PROGRAM DIRECTOR – WOUND OSTOMY**

GENERAL OVERVIEW

The Program Director, in collaboration with the Executive Director of Clinical Effectiveness is accountable for designing, coordinating, and implementing programs for patient care, staff development, education, research, quality, and defining and implementing evidence-based practice. S/he will promote an environment that facilitates professional growth and role competence, with a concentrated focus on specialty proficiency and regulatory compliance. S/he is accountable for hiring and evaluating staff performance and will actively participate in the budgetary process of the Wound Ostomy service. S/he will ensure that current evidence-based practice is consistent across the department of nursing.

The well-qualified candidate will promote a just culture and a culture of safety. Their goals will be patient- and family-centered. S/he will serve as a highly visible leader and role model in the development/obtainment of hospital unit and division mission and goals. S/he will embrace the concept of change and lead staff through the change process as evidenced by adoption of new behaviors or processes and improved outcome measures.

Principle Duties and Responsibilities:

- Participates in leadership strategic planning meetings
- Applies theoretical and experiential knowledge of nursing practice to determine project and program strategies related to staff competency, new programs, new technologies, research, and evidence-based practice.
- Provides expertise, direction and is responsible for the development of goals and objectives for educational programs.
- Leads evidence-based practice initiatives.
- Participates in hiring, evaluations, discipline, corrective action plans and workplace investigations.
- Conducts annual and ongoing evaluation of nurses, patient care assistants, emergency services assistants, and medical assistants and provides formal and informal feedback.
- Identifies learning needs and develops and implements programs for patient education within the area of specialization.
- Facilitates the acquisition of advanced clinical skills in clinical staff nurses and graduate students through role modeling, practice, coaching and consultation in the clinical setting.
- Participates in development of programs/systems to meet the requirements of state and federal regulatory agencies to ensure compliance.
- Participates in hospital surveys.
- Encourages and recommends nurses for committee work based on their interest and clinical expertise.
- Represents the Chief Nursing Officer /Associate Chief Nurses/Executive Directors on committees as needed.
- Develops and/or revises policies/guidelines based on changes in practice, new research findings/equipment, or products along with ensuring education/in-servicing is completed.

- Communicates clear expectations for BWH/Department of Nursing quality initiatives and outcomes measures and strategies to enhance performance measures.
- Leads quality and safety efforts while promoting a just culture framework.
- Participates in root cause analysis and implements/supports improvement efforts.

Fiscal Management:

- Creates a budget for programmatic work and monitors expenditures in accordance with budget allocations.
- Provides recommendations for capital budget purchases.
- Promotes cost effective delivery of care and programs and keeps within budget.
- Determines training resource requirements for designated programs.

Professional Development:

- Participates in and presents at hospital and service line committees, councils, and educational programs.
- Keeps current on issues, practice, and new trends related to environment of care, technology, and supplies and the education of professional and non-professional care coordination personnel.
- Maintains and updates clinical knowledge and skills based on current nursing and health care practices.
- Identifies own learning needs and goals, and designs a plan to meet them.
- Supports the nursing professional practice model and care delivery model.
- Participates in annual peer feedback.
- Participates in activities that foster peer support and networking.
- Fulfills professional role through involvement in professional organization activities, presentations, and publications.

Professional Relationships:

- Demonstrates professional, courteous, and respectful demeanor in working with patients, families, staff, and providers.
- Collaborates with interprofessional teams on identified programs/projects

Research Responsibilities:

- Uses nursing theories and research findings to plan, design, and evaluate nursing practice and to generate researchable clinical problems.
- Promotes staff and student utilization of the research process.
- Utilizes scientific method in collecting data on clinical practice issues.
- Has knowledge of the IRB process.
- Identifies research questions and pursues opportunities to fund and implement research.
- Applies for research grants and participates in hospital research initiatives as applicable.
- Presents locally, nationally, or internationally about research findings and engages in other educational activities, such as publications, consultations, and courses.
- Remains current with clinical research to ensure scholarly and innovative nursing practice.

Other:

- Participates in special projects as directed by the Chief Nursing Officer/Associate Chief Nurse/Executive Director

QUALIFICATIONS:

- Current Massachusetts licensure as a registered nurse required.
- Meets health requirements.
- Degree requirements: MSN (or) MS with a major in Nursing (or) DNP (or) PhD with a major in Nursing (or) a BSN with a Master's degree in a related field, required.
- Minimum five years of clinical experience as a clinical nurse with demonstrated evidence of leadership progression.
- Current CWON certification
- Certification must be maintained while employed in this position.
- Demonstrated evidence of competent nursing practice in wound and ostomy care

SKILLS AND ABILITIES:

- Demonstrated leadership and management skills preferred.
- Ability to effectively collaborate with the BWH professional community at large.
- Expertise in evidence-based practice, writing, research and practice development.
- Expert critical thinking skills.
- Expertise in leading training and education programs.
- Strong interpersonal skills in order to work with people at all levels of the organization.
- Ability to motivate self and others and change attitudes when necessary.
- Ability to be self-directed and to work independently at times.
- Ability to offer and initiate new ideas.
- Ability to support rapid change process.
- Excellent time management skills.
- Computer skills in Microsoft office required and Epic skills preferred.
- Hours dependent on the program and needs of the units (Nights and weekends may be required)

WORKING CONDITIONS:

Works in office and patient care environments that require teamwork and cooperation.

ACCOUNTABILITY:

Direct report to the Executive Director for Clinical Effectiveness