

**Nursing Director of Ambulatory Oncology Infusion**

Initial posting on 1/25/23;

Expires on 4/19/23

Massachusetts General Hospital (MGH)

Boston, MA

**Full Time, Days**

The Director is accountable for the delivery of consistent, high quality patient care, promoting the development and satisfaction of nursing and support staff, providing operating efficiencies and insuring compliance with hospital and regulatory policies and standards of practice. This role is an essential leadership position in the hospital organization encompassing patient focused management, personnel management and development, business administration of the unit, development of collaborative and team partnerships within units and interdisciplinary settings, and participation in the Department of Nursing, the Cancer Center and MGH groups and committees.

To learn more and apply please visit <https://www.massgeneral.org/careers> and search Job #3225596

**Responsibilities:**

* Provides an environment for effective patient-focused nursing care.
* Responsible for high quality care with positive patient outcomes.
* Responsible for implementing and evaluating approved policies, procedures, and standards of care necessary for the coordination and delivery of excellent patient-focused care.
* Collaborates with the registered nurse, physician, other health care professionals and assistive personnel to plan the delivery of care on the unit and to create joint protocols for patient care.
* Promotes an environment that is sensitive to the culturally diverse needs of patients and employees.
* Evaluates the outcomes of patient care; uses patient satisfaction information to recommend and integrate appropriate changes.
* Facilitates placement and progression of staff nurses in the clinical recognition program.
* Actively participates on committees for ongoing development of nursing practice.
* Responsible for direct clinical nursing practice; preserves the integrity of provider/patient relationship.
* interviews, hires, and evaluates unit-based staff.
* Manages and supervises direct patient care providers, assistive and support personnel on the patient care unit.
* Promotes the development of patient care teams engaging unit based staff in decision -making process.
* Delegates responsibility and authority to appropriate staff.
* Implements corrective action according to hospital policy.
* Collaborates with nursing and hospital educational resources to facilitate learning experiences for staff and students assigned to the unit.
* Maintains confidentiality, as appropriate, related to personnel management issues.
* Accountable for applying the unit budget and meeting financial targets; uses data to evaluate resource expenditures with workload.
* Seeks and acts upon patient, families and staff feedback and initiates appropriate action.
* Promotes, develops and evaluates processes and systems for patient care, advocates for resources and systems improvements when necessary.
* Accountable for compliance with hospital and regulatory standards.
* Negotiates interdepartmental resources, communicates, and plans with managers of other patient care units and other department’s directors and managers to ensure effective level of service to the unit.
* Maintains a safe environment for patient/staff.
* Directs day-to-day activities of unit-based staff.
* Reviews the appropriate use of equipment, supplies, and physical facilities; holds staff accountable for safe and efficient practice.
* Participates in planning and carrying out to completion projects to improve the physical environment.
* Forms partnerships with department heads, physician leaders and other disciplines.
* Leads and/or participates in performance improvement activities.
* Continually evaluates quality and safety performance, identifies improvement opportunities, and plans and implements programs for improvement.
* Seeks collaboration with the Cancer Center and community health organizations to achieve positive outcomes and enhance the hospital’s community presence.
* Engages in self-performance appraisal on a regular basis, identifying areas of strength as well as areas for professional/ practice development
* Identifies learning needs and goals on a regular basis and designs a plan to meet them.
* Maintains necessary clinical and managerial skills through continuing education clinical practice.
* Establishes self as a resource in areas of the hospital and Cancer Center where expertise may be required.
* Participates in Nurse Director and Department of Nursing leadership groups and Cancer Center and ambulatory institutional committees.
* Collaborates with leadership in identification of current and future service needs and shares responsibility for meeting these needs.
* Holds membership in one or more national nursing organization.
* Demonstrates leadership/managerial skill, which includes interpersonal competence, organizational skills, financial management, personnel management, hardiness, and adaptability.

**Qualifications:**

* Current licensure as a registered nurse in the Commonwealth of Massachusetts.
* Oncology Certification preferred.
* Master’s degree required; either Bachelor’s or Master’s degree must be in nursing.
* Oncology experience preferred.

**To apply, please submit your resume through Indeed.**

**About Massachusetts General Hospital**

Massachusetts General Hospital was established to provide care to Boston's sick, regardless of socioeconomic status, and became the first teaching hospital of Harvard University's new medical school. We have remained at the forefront of medicine by fostering a culture of collaboration and education, pushing the boundaries of medical research, and maintaining an unwavering commitment to the diverse community we were created to serve.

We believe that because of diversity we excel, through inclusion we respect our community, and with a keen focus on equity we serve, heal, educate and innovate at the highest levels. Our first priority is the well-being of our patients—near and far. As a team we can maintain a singular focus on providing the highest quality, most compassionate care to each and every patient.

*Massachusetts General Hospital is an Equal Opportunity Employer.*