



Director of Nursing Opportunity: Jiahui International Cancer Center (JICC), Shanghai, China

Position Summary

The Nursing Director will lead and oversee the nursing department at JICC. As Nursing Director, the central goal will be to develop a collaborative and efficient workplace with specific attention to quality patient care. This position will perform a range of duties, including maintaining department budgets and setting long-term goals. The ideal candidate has proven experience in a nursing leadership role, outstanding organizational skills, and in-depth knowledge of healthcare industry policies. The Nursing Director, in collaboration with hospital administration, will assume authority, responsibility, and accountability for the delivery of nursing services at JICC. Position reports to the Cancer Center Chair and Chief Nursing Officer.

Major Responsibilities and Duties

- Ensure efficient delivery of high-quality nursing care and practice in the Cancer Center that follows ONS and NCCN guidelines (or others, as appropriate), as well as ensure compliance with Chinese regulations.
- Serve as a mentor to nurses and nursing supervisors and aid in their career and professional development.
- Implement and uphold the values and the vision of the organization by influencing the care delivered to patients and families.
- Communicate and represent the mission and vision of Jiahui International Hospital, JICC, and the Department of Nursing.
- Understand and demonstrate knowledge of the principles of creating, monitoring, and analyzing a unit budget
- Develop collaborative relationships to promote a healthy work environment that is committed to high quality and respectful communications.
- Monitor compliance with policies and guidelines issued by the hospital.
- Explore opportunities and trends in the industry to develop new strategies, policies, processes, and solutions that will create value for patients.
- Work closely with Massachusetts General Hospital counterparts to ensure that professional collaboration is effective and meets the needs of JICC nursing.

Essential Tasks

- Supervise and guide the Cancer Center nurses in their professional and clinical responsibilities. Monitor the professional standard of clinical nursing practice in the center, and ensure that the nurses act professionally and comply with guidelines and regulations.
- Maintain a highly motivated and competent nursing workforce to ensure the highest standard of care. Coordinate staffing needs and requirements for assigned clinical areas.
- Collaborate with other Nurse Leaders and Case Managers to develop, implement, and evaluate care plans and nursing standards.
- Facilitate and participate in Physician's Rounds.
- Ensure the nursing staff receive the training and continuing education programs necessary to maintain and advance professional and clinical standards.
- Lead, supervise, and direct clinical or service quality activities. Serve as a resource for clinical, service, and training matters.
- Collaborate with Nurse Specialists and Senior Nurses to monitor and evaluate the processes and outcomes of care delivery. Analyze results and initiate action plan for continuous improvement and compliance.
- Disseminate and implement the hospital and nursing policies and procedures, and facilitate a safe professional practice environment to improve the quality of care delivery.
- Evaluate the efficient and effective use and care of equipment.
- Manage complex public relations issues.
- Participate in the interview, hiring, and counseling process of the unit staff. Counsel staff with complex problems. Precept and mentor newly promoted and newly recruited Nurse Managers.
- Conduct and lead regular staff meetings and improvement activities/projects. Appraise and evaluate nursing staff performances.
- Monitor and coordinate the budget and expenditures for the clinical areas.
- Facilitate and lead the development of an oncology nurse training program, continuing education, nursing research, and development of clinical nursing/patient care program.
- Participate in the strategic planning and policy formulation of the Nursing Department, and implement the policies of the hospital.

QUALIFICATIONS AND REQUIREMENTS

Knowledge, Skills, and Abilities

- Contribute to the development of the nursing profession by promoting research, evidence-based practice, and continuing education to keep pace with international advances in nursing and healthcare management.
- Collaborate with other healthcare professionals to share knowledge of current medical science and healthcare development to review and improve nursing practice.
- Effectively communicate, verbally and in writing, to a variety of audiences.
- Effectively engage in professional relationships and manage conflict.
- Seek out opportunity for feedback and be reflective in receiving and processing feedback. Analyze and implement patient and family feedback.
- Be attentive to the views and concerns of others. Be proactive in sharing information.
- Create and maintain a healthy work environment so that all members of the team can practice at their highest level.
- Understand and articulate the code of Nursing and Ethics and regulatory requirements. Demonstrate professional ethics and integrity in interactions with others.
- Provide leadership and direction to lead, manage, and respond to both planned and unplanned change. Provide professional consultation to colleagues at all levels and in all role groups.
- Be knowledgeable about technology that supports the delivery and monitoring of safe, cost-effective care.
- Identify and work with others to implement recruitment and retention strategies.
- Assist in the coordination of continuous quality improvement through Nursing Audits and Quality Assurance.

Decision-Making and Analytical Skills

- Demonstrate decisiveness, as well as provide adequate resources and authority.
- Be receptive to and embrace change or new ideas. Actively reduce resistance to change in others.
- Demonstrate strategic thinking skills; be visionary in seizing opportunities and trends in the profession to develop new strategies, policies, processes, and solutions that will create value for patients and families.
- Embrace the philosophy of JICC, and develop value streams that add value to patients.
- Support departmental cost containment through management of labor costs, agency usage, and FTEs.
- Set goals and objectives based on understanding of market, patient needs, and industry trends; determine feasibility of future strategies; and clearly articulate strategic intent to gain support among management and employees.

Education, Experience, and Licenses/Certifications

- Bachelor's degree or above.
- Current valid nursing license. OCN certification preferred
- At least ten years of oncology nursing experience, preferably with five years of management experience.
- Overseas experience preferred.
- BLS and ACLS certifications.

Interested Candidates

Interested candidates should have a passion for making a change and delivering excellent patient care in China. Strong English language proficiency, spoken and written, is required; Chinese speaking is a plus. Must have excellent leadership and communication skills, and a willingness to relocate to Shanghai, China. For more information on this position, contact:

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About Jiahui International Hospital

Jiahui provides a full spectrum of health care services to help people live a better life, driven by a strong mission to change China's medicine landscape and to deliver high-quality clinical care, groundbreaking clinical research, and exceptional professional training. Our healthcare network includes a brand new Jiahui International Hospital (a 500-bed tertiary care facility), Jiahui Clinics outpatient care centers and the Jiahui Wellness Center for advanced health management. Jiahui International Cancer Center has a strategic collaboration with the Massachusetts General Hospital Cancer Center, an international healthcare industry leader. www.jiahui.com