

SAN JOAQUIN GENERAL HOSPITAL

Is RECRUITING FOR:

Nursing Department Manager Neonatal Intensive Care Unit (NICU)



SJGH

**500 W. Hospital Road
French Camp, CA 95231
Phone: 209-468-6918**



SAN JOAQUIN COUNTY

**Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton, CA 95202
Phone: 209-468-3370**

**Recruitment Announcement
0320-RH1300-01**

THE POSITION

San Joaquin General Hospital is seeking a highly ethical, principled and talented Nursing Department Manager to join the hospital's Nursing Administration team. This vacancy oversees the Neonatal Intensive Care Unit (NICU), which was the first California Children's Services approved Community Level III NICU in San Joaquin County. The primary focus of this position is on the management of nursing services and coordination with other departments and services.

THE DEPARTMENT

San Joaquin General Hospital is a public hospital and a designated level III Trauma Center. The hospital, originally established in 1857, is a 152-bed general acute care facility providing a full range of both inpatient and outpatient services. In addition to providing direct medical services, the hospital is active in providing education for health professionals through post-graduate residency programs in General Surgery, Internal Medicine and Family Practice and has trained over 3,000 physicians since the residency programs were established in 1932. The hospital also participates in clinical affiliation agreements for training programs in a variety of health professions including Registered and Licensed Vocational nurses, Pharmacists, Radiology Technologists, Social Workers and Respiratory Therapists.

San Joaquin General Hospital's friendly staff is committed to creating a warm and personal environment which is sensitive to both a patient's emotional and physical needs. The staff of San Joaquin General Hospital work hard to provide the highest quality health care services to the residents of San Joaquin County. We are proud and confident of our tradition of serving and caring for our patients with courtesy, respect, dignity, enthusiasm and a positive attitude.

MINIMUM QUALIFICATIONS

Experience:

Four years of progressively responsible experience as a NICU registered nurse in an acute care facility including one year of full-time supervisory or charge experience.

Substitution:

Possession of a Bachelor's Degree in Nursing, Health Science, Business Administration or other closely related field may be substituted for one year of the required non-supervisory experience.

License and Certification:

Current registration as a nurse in the State of California.

Special Requirements:

- (1) Successful completion of a San Joaquin General Hospital in-service or comparable training program in nursing preceptorships may be required prior to completion of the probationary period and periodically thereafter.
- (2) Possession of Neonatal Resuscitation Program, ICN and Transport Nurse course.



MAKE SAN JOAQUIN COUNTY YOUR NEW HOME!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all.

San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun.

Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

ARTS, CULTURE, AND RECREATION

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



EDUCATION

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



AGRICULTURE

The county is one of the most agriculturally rich regions in California and is the number one producer, statewide, of asparagus. Twenty-four thousand acres of county farmland are dedicated to production of this crop. In recent years, the leading crop in the county has been wine grapes, and wineries and vineyards have sprung up from Stockton to Lodi.



HOUSING

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi.

San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

SAN JOAQUIN GENERAL HOSPITAL

Nursing Department Manager

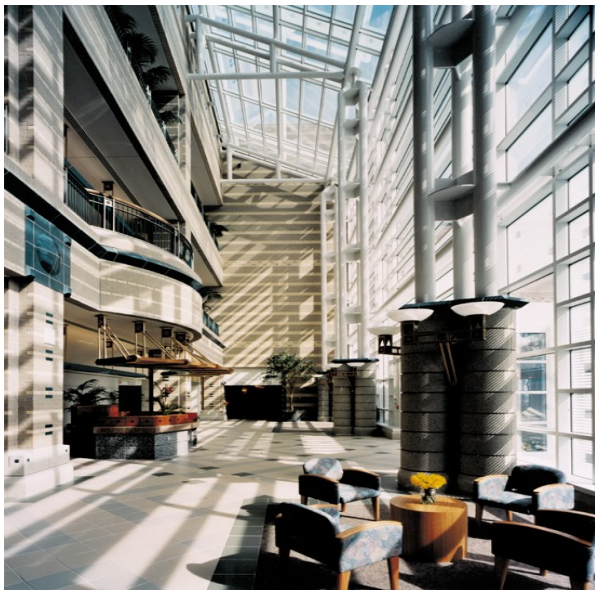
Neonatal Intensive Care Unit (NICU)

THE IDEAL CANDIDATE

The ideal candidate will possess strong leadership and supervisory skills with significant successful nursing experience in the specialty area or unit responsible for. Experience should include a proven ability to work with and manage a large nursing unit and ability to make critical decisions as they relate to staff and healthcare management.

Desirable experience include:

- ◆ Supervision over nursing staff
- ◆ Effective relationship with hospital medical staff managers and senior leadership
- ◆ Budgetary/Staffing principles and practices
- ◆ Hospital safety practices and principles
- ◆ Flexible leadership skills in influencing, motivating and challenging team members to achieve the goals of the department
- ◆ Oversight of the department's operations
- ◆ Broad exposure to the clinical environment
- ◆ Community resources involved in the goals and provision of patient care
- ◆ Current trends and developments in the practice of nursing
- ◆ Principles and practices of management.



TYPICAL DUTIES

- ◆ Sets unit philosophy and develops new plans and programs which are congruent with the mission and objectives of the Department of Health Care Services; participates in formulating, interpreting, implementing, and evaluating policies, procedures and standards of nursing care
- ◆ Coordinates the services of the nursing unit(s) with other departments and divisions through committees and staff meetings
- ◆ Prepares, presents and controls the department budget; prepares special reports and correspondence; controls the use and requisitioning of supplies for the unit; prepares and maintains records and/or statistical data
- ◆ Plans, implements, and monitors staffing schedules in order to assure optimal patient care
- ◆ Interviews and selects applicants for employment; assures appropriate orientation, teaching, supervision and evaluation of personnel on the unit; initiates and follows through with appropriate disciplinary measures when warranted
- ◆ Supervises the planning and implementation of nursing assignments to effectively utilize skills of professional and para-professional personnel and to maintain high quality patient care
- ◆ Supervises, coordinates, and evaluates the preparation and implementation of nursing care plans; participates in patient education and rehabilitation; must be able to assist with providing patient care as a floor nurse
- ◆ Provides a unit environment conducive to well-being of patients and personnel
- ◆ May perform therapeutic measures prescribed by medical authority within the limits of the Nurse Practice Act and department policy
- ◆ Participates on committees as assigned; act as a Nursing House Supervisor and may represent the hospital to outside agencies

SAN JOAQUIN GENERAL HOSPITAL

Nursing Department Manager

Neonatal Intensive Care Unit (NICU)

COMPENSATION PACKAGE

San Joaquin County offers a competitive compensation package.

Approx. Annual Salary: \$117,478-\$142,792

(Approx. Monthly Salary: \$9,789- \$11,899)

In addition to the base salary, the County offers an excellent benefit plan which includes a county contribution to health, dental and vision insurance plans. Other benefits offered by the County include:

- ♦ A 1% employer contribution to the County's 457 Deferred Compensation Plan
- ♦ 5% Educational Supplemental for specific credentials*
- ♦ Longevity pay (7.5%,10%)*

**Based on requirements of the mid-management MOU*

Potential Cashable Compensation

	Step 1	Step 5
Base Annual Salary	\$117,478	\$142,792
1% Deferred Comp	\$1,175	\$1,428
5% Educational Supplemental	\$5,874	\$7,140
Total (no Longevity Pay)	\$124,527	\$151,360
7.5% - Longevity Pay	\$8,811	\$10,709
10% - Longevity Pay	\$11,748	\$14,279
Total (with 7.5% Longevity Pay)	\$133,338	\$162,069
Total (with 10% Longevity Pay)	\$136,275	\$165,639

Other benefits include:

- ♦ 1937 Retirement Act plan with reciprocity with CALPERS
- ♦ 125 Flex Spending Benefits Plan
- ♦ 12 days sick leave annually with unlimited accumulation
- ♦ 10 days of vacation (15 days after 3 years, 20 days after 10 years, and 23 days after 20 years),
- ♦ 10 days administrative leave per year
- ♦ 10 regular holidays
- ♦ 4 flexible holidays

For additional Benefits information, please visit the San Joaquin County Employee Benefits page at:

sjgov.org/departments/hr/benefits

Note: County employees who currently receive a cafeteria plan allowance and subsequently transfer, demote, or promote into the Middle Management represented unit, shall receive the capped contribution amount of the Middle Management unit.

APPLICATION & SELECTION

Completed application package including supplemental application must be submitted to the Human Resources Division by the final filing date. This recruitment will be Open Until Filled.

Apply Online Today:

www.sjgov.org/departments/hr

Or submit your application, supplemental and resume to:

San Joaquin County Human Resources
44 N. San Joaquin Street Suite 330
Stockton, CA 95202
Tel: 209.468.3370
Fax: 209.468.0508

"Our community's health and well-being is our highest priority!"

SAN JOAQUIN GENERAL HOSPITAL

Nursing Department Manager

Neonatal Intensive Care Unit (NICU)

SUPPLEMENTAL QUESTIONS

Please submit responses to the following questions along with your employment application to the San Joaquin County Human Resources Division. Please provide a ***detailed description*** of your experience including **employer name, position title and dates of employment with each answer.** These questions will be reviewed in evaluating your qualifications.

1. Do you possess a Bachelor's degree in Nursing, Health Science, Business Administration or other closely related field?

If yes, please provide the following information:

- ◆ Name of accredited college or university from which you graduated
- ◆ Degree obtained
- ◆ Specialization

2. Do you possess current registration as a nurse in the State of California?

If yes, please provide the following information:

- ◆ License number
- ◆ Date of expiration

3. Do you have four years of progressively responsible experience as a registered nurse in an Intensive Care Nursery including one year of full-time supervisory or charge experience?

If yes, please detail your experience including*:

- ◆ Dates of employment (from - to)
- ◆ Position title(s)
- ◆ Employer(s)
- ◆ Duties performed
- ◆ Supervisory duties performed

**Identify the requested information for each relevant position you held.*