

Director of Nursing (Network-Wide)

CURE International is a network of charitable hospitals and specialty programs, operating in 29 countries with specialties that include orthopedics, neurosurgery, reconstructive surgery, and maternity care. We are dedicated to providing life-changing healing through medical care, training and spiritual ministry. We treat patients in underserved areas whose physical disabilities can be corrected or alleviated through medical intervention, regardless of gender, ethnic background, or religious affiliation. Our hospitals and programs cannot function without a team of dedicated, talented professionals. We need YOU to consider joining our team so that we can keep doing what we're doing!

CURE has an exceptional opportunity for a Director of Nursing, which could be based almost anywhere on the African continent where a CURE hospital exists. By modeling professionalism and concern for excellence, the Director of Nursing is primarily responsible for providing leadership to the nursing departments and staff members across the hospitals of the CURE network. The Director of Nursing is an active participant of the Medical leadership team to ensure that nursing is represented as an integral part of the patient care strategy.

Responsibilities include:

- Assist with formulating nursing mission, philosophy and objectives.
- Assist with developing, writing and establishing network-wide nursing standards, practices and policies.
- Provide leadership, mentoring and functional oversight of Nurse Managers/Directors at each hospital.
- Lead regular (bi-weekly or monthly) meetings with Nurse Managers/Directors throughout the hospital network.
- Assist in the development of a nursing "equipment, facility, and materials needs list" for each hospital to inform the annual budget preparation process.
- Assist with the development of the nursing CQI format, and routinely review and evaluate data to ensure patient safety.
- Champion new and improved methods of patient care and safety.
- Undertake root cause analysis of any quality or safety related issue that occurs within a nursing domain and lead/develop action plans that lead to accountable changes in practice.
- Assist with developing and implementing an ongoing and annual evaluative process for the assessment of individual nursing skills, competencies, and proficiencies.
- Assist Nurse Managers/Directors at each hospital to ensure compliance with MOPH and other governmental policies and regulations that relate to nursing practice, compliance and licensure.
- In conjunction with Nurse Consultant, Senior Vice President of Spiritual Ministry, as well as with hospital Spiritual Directors, implement a nursing curriculum/study of Christian worldview/work ethic.
- Create a comprehensive nursing CME curriculum that includes global general topics in addition to tailored hospital specific needs. Adapt the training curriculum to address any areas not meeting CURE hospital standards.
- Establish a mechanism to teach and educate nursing staff in the implementation of standards and policies.
- Assist with developing each hospital's nursing in-service training program.

- Maintain current knowledge of international nursing trends and technologies and assist with providing educational resources (journals, books, research) to the network.
- Participate, and promote interest, in professional nursing development by attending professional seminars.

Qualified candidates for this position will possess the following:

- Registered Nurse, current license to practice with no restrictions.
- Associate or Bachelor degree in Nursing required.
- Master Degree in Nursing Health Administration, Cross-Cultural Health or Nursing, or related field preferred, but not required.
- Previous (minimum of 5 years) clinical nursing practice, with at least three (3) years on a pediatric surgical unit.
- Previous (minimum of 2 years) experience in a management/supervisory role within the nursing profession.
- Previous experience working in a cross-cultural/international setting preferred, but not required.
- Previous experience as a medical missionary/expatriate, preferably in the developing world, preferred, but not required.
- Strong ability to teach, train and develop a group of nursing professionals from a wide variety of originating countries and nursing specialties.
- Strong leadership and communication skills.
- Computer proficiency in the applications/software used by the organization.

This is a full-time, paid position that offers a modest salary with a comprehensive benefits package that may include health and life insurance, relocation assistance, retirement, housing, in-country transportation, and annual leave.

Please visit <http://cure.applytojob.com/> to learn more about, and to apply for, this opportunity! Have questions? Feel free to contact us at hr@cure.org. We look forward to hearing from you!