



**MAKING MOMENTS COUNT
FOR KIDS & FAMILIES**

Position: Interim Nurse Manager

Timeframe: Approximately January - March 2019

Crescent Cove

The mission of Crescent Cove is to offer care and support to children and young adults with a shortened life expectancy, and their families who love them. Crescent Cove is Minnesota's first residential children's respite and hospice home, which opened in May 2018 in Brooklyn Center. The Home provides short, 1-7 day respite breaks for children with life-threatening conditions, as well as sacred space beyond the hospital or home environment for compassionate care at the end-of-life. Crescent Cove provides support services such as massage, music, and art therapy, spiritual care and healing touch, and support groups for families caring for a child with a life-threatening condition.

Position Summary

Crescent Cove is looking for a passionate and skilled nursing leader to fill an interim role from January to March 2019. This leader needs to embrace the child and their family, understand pediatric palliative care, celebrate the child's life and help assure the family as their child is in respite and/or hospice at our home, alongside the nursing and clinical team. The Interim Nurse Manager will facilitate and administer care, as needed, to Crescent Cove children and their families on a comprehensive level including medical, psychosocial and spiritual needs. The Nurse Manager, along with their team of nurses, medical director and social worker, will manage all patient care needs in conjunction with the child's primary care team. The Interim Nurse Manager will oversee and update the necessary clinical policies and procedures and ensure proper orientation and training is received for all clinical staff. This interim position will fill a leadership role while Crescent Cove seeks a full-time Director of Nursing. Interim candidates may also apply for the Director of Nursing role.

Primary Duties and Responsibilities

The Interim Nurse Manager will perform the following duties:

- Commitment to and understanding of Crescent Cove's mission and vision
- Interview and hire skilled RN's and CNA's
- Train and evaluate clinical staff skills and ability to care for children and families
- Review and update clinical policies and procedures in coordination with Crescent Cove's Clinical Framework
- In coordination with the clinical team at Crescent Cove, work with each child's primary care team and create a Crescent Cove care plan to be reviewed as needed
- Ensure goals of care for each child continue seamlessly from home or hospital
- Be an active and effective champion around needs of the child and family – clinical, pharmacological, spiritual and social
- Manage, lead and maintain staff resiliency, positive morale and professionalism

- Work with Pediatric Home Service to coordinate training necessary for hired clinical staff
- Develop meaningful relationships with families to increase their comfort and access to support services for their family
- Provide clinical cares to children with a variety of diagnoses and needs
- Manage and oversee budget for clinical staff and orders
- Verify orders of medical supplies for the home
- Manage timecards and oversee scheduling for the clinical staff
- Coordinate with child's primary care team, director and volunteer coordinator to ensure all necessary cares are provided during a child's stay at Crescent Cove
- Ensure all necessary clinical assessments and evaluations are performed prior to and following family visits for respite or end-of-life care
- Engage and keep Crescent Cove leadership team and clinical advisory committee informed and updated
- Perform other responsibilities as assigned.

Qualifications

- Minnesota RN license in good standing required
- Five or more years of direct care experience as a RN in a pediatric healthcare setting
- PICU, NICU or palliative care experience preferred
- Has experienced integrative therapies, i.e. massage, energy work, etc.
- Bachelor's Degree required, Master's preferred
- Management and leadership experience
- Credentialed or willing *to* become credentialed by the National Hospice & Palliative Care Nurses Association
- Understands child development and unique diagnosis within pediatric healthcare

Knowledge, skills and abilities

- Demonstrates self-awareness of personal, ethical, spiritual, cultural beliefs
- Highly developed professional & interpersonal skills
- Attention to detail and follow-through
- Knowledge of pediatric palliative, hospice and bereavement care
- Excellent verbal and written communication skills and ability to work effectively on a one-to-one basis and within groups
- Knowledge of, and ability to use software to capture family support
- Self-motivated, self-directed, enthusiastic, energetic, creative and highly organized
- Active listening skills
- Fluency in English

To apply, please submit a cover letter and resume to Karla Vaughan, Office manager at Karla.Vaughan@CrescentCove.org. References and background check will be required following successful interview.