

Palmdale Regional's 'Rounding for Success'

By Julie Montague

*Director of Marketing
Palmdale Regional Medical Center*

Palmdale Regional Medical Center (PRMC), a spectacular new hospital in Palmdale, CA, opened on December 11, 2010. Prior to the hospital's opening, Palmdale was the largest city in California without a hospital. Universal Health Services, the parent company from King of Prussia, Pennsylvania, built PRMC and closed the older facility that the staff had previously operated in a neighboring city.

PRMC is a 320,000 square foot hospital featuring all-private, single occupancy rooms. At full build-out, the hospital will provide 239 licensed beds. The current number of licensed beds is 157. Neurosurgery, cardiology (STEMI certified), orthopedics, and bariatrics are primary service lines, but certainly do not complete the comprehensive services offered here. The hospital also offers a surgery center, a telemetry unit, a medical/surgical unit, transfusion-free medicine, a physical therapy program, a wound care program including hyperbarics, an award winning ICU unit, and the largest

Emergency Department in the area with 35 treatment bays. A comprehensive radiology department with 2 CT scans, imaging equipment and an MRI are also on-site as well as a full service lab and pharmacy.

Further strategic business development is underway. The hospital is preparing to become a 'Center of Excellence' in the areas of stroke, chest pain and bariatrics. It also plans to provide additional varied services in the future including working toward further COE's and certifications.

With such a large facility, personal communication and connectivity is an ongoing effort. Communication is not only vital to staff, but just as vitally important in patient care.

Enter "Rounding for Success"! PRMC started this program to better connect upper management and directors to staff and patients.

Rounding is simply a great tool of communication. Upper management and directors visit the units daily to speak briefly with staff members to ensure they are receiv-

ing the proper tools they need to do their jobs and to ensure they are being listened to. Staff members are also given the opportunity to voice any concerns they may have, or to convey positive comments that might help to motivate and inspire others.

Upper management and directors also round daily on patients. Patients who have been "in-house" for at least 2 days are briefly visited. The intent is to inquire if the patient has been satisfied with their treatment from staff members, whether they have any concerns to share, or whether anything is inoperative or needs repair in their room. The patient is also given the opportunity to recognize any staff member that

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LETTERS TO THE EDITOR

If you have questions or suggestions regarding the News and its contents, please reply to dpeel@cahnews.com.

Letter from the Publisher and Editor



Dear Reader,

The decision to offer certain California Healthcare News products and services came from my prior experience as a healthcare Chief Financial Officer. I had learned that providing an online directory of consultants and vendors to the healthcare industry would be attractive because it was so difficult for me to find particular consultants and vendors when I needed them. For example, one of my past companies offered a defined benefit plan to its employees. We needed legal advice and it was difficult to find an attorney that was qualified, reasonably priced and easy to work with.

The Consultant Marketplace, an online directory of consultants and vendors, is available on the California Healthcare News web site as well as all other Healthcare News web sites. Visitors can find healthcare attorneys, accountants, ICD-10 experts and many other professionals who focus on the healthcare industry. It is free to our visitors.

Check it out on our web site at cahnews.com the next time you need a consultant or vendor. Until next month,

David Peel, Publisher and Editor

Coalinga Regional Medical Center

Serving the Community since 1938

Coalinga Regional Medical Center is nestled in the coastal mountain range of California, just 70 miles from the Pacific Coast and 60 miles west of Fresno, California.

Coalinga Regional Medical Center is the single most important component of the health care delivery system in the City of Coalinga. Established in 1938, the hospital provides the following essential health care services to the community:

- Acute Care
- D.O.T. Exams
- Emergency Medicine
- Industrial Medicine
- California Licensed Laboratory
- Physical Therapy
- Radiographic and Fluoroscopy Studies
 - MRI - CT Scans
 - Mammography - Sonography
- Respiratory Therapy
- Skilled Nursing Facility

We are currently seeking the following key positions:

- Clinical Lab Scientist (graveyard shift only)
- Health Information Specialist
- LVN Coordinator - Rural Health Clinic
- Medical Assistant - Rural Health Clinic
- Registered Nurse - ER
- Registered Nurse - SNF
- Speech Pathologist
- Weekend Activities Assistant/CNA

For job postings and applications, please visit:

www.coalingamedicalcenter.com
Email: jobs@coalingahospital.com
Phone: 559.935.6420
Fax: 559.935.6512

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may have stood out as particularly helpful or caring. Many times it is the patient's family that speaks for their loved one. This helps to contribute yet another aspect of communication to ensure the patient has as pleasant a stay as possible in a hospital setting.

Through this patient rounding, although the majority of the comments are positive, the opportunity is given to solve a minor issue before it becomes a major one. Sometimes a family member simply needs someone to listen to their concerns about their loved one. Or they need something changed – a room closer to the nurses' station to make them feel more comfortable when they need to leave their loved one to take a break or leave the hospital for an errand. The pa-

tient also might have simple questions they need answered that may have come up during their stay.

Whatever the case, rounding provides the opportunity to take better care of staff and patients and to resolve issues quickly.

Directors are involved in rounding in their own units/areas, but not exclusively. Many directors often 'round' in areas not under their direct jurisdiction. This provides further opportunity for communication between departments and fresh eyes on possible areas that require improvement.

Upper management's involvement is key to this program's success. As the CEO, COO, CFO and CNO walk the hallways, talk to staff and patients, and become involved in day to day unit operations on

a more personal level, a sense of community is provided. Additionally, this personal involvement shows sincere concern for any issues that need to be addressed and allows them to be resolved more quickly and efficiently.

"Rounding for Success" has indeed been very successful! The hospital's patient and employee satisfaction scores are consistently high and the goal is to continue to improve communication wherever possible.

A comment often heard from staff, patients and their families is "This is a great thing you do. It shows you care."

Julie Montague is the Director of Marketing at Palmdale Regional Medical Center. Visit her hospital's web site at palmdaleregional.com.



Palmdale Regional Medical Center, Palmdale, CA

Career Opportunities

To advertise call 425-457-4316
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Hinds Hospice
Honoring the Journey

CHIEF EXECUTIVE OFFICER

The Hinds Hospice CEO is appointed by and is accountable to the Board of Directors to provide leadership, strategic direction and vision for the development and achievement of the organization's mission. In partnership with the board of directors, the CEO will shape the strategy within the framework of the organization's policies and all federal, state and local regulations. The CEO advises, recommends and assists the board in the formation of policies governing Hinds Hospice, and implements those policies and other Board directives. The CEO works collaboratively with the members of the management team to direct the day-to-day operations of the organization.

Minimum Qualifications:

- **Highly talented and qualified through demonstrated employment history in hospice care or related healthcare field; clinical experience preferred.**
- **Graduate degree in business or healthcare related field required**
- **Post Graduate education or additional years of progressively-responsible experience strongly encouraged**
- **Demonstrated experience in managing affairs of a non-profit organization**
- **Effective communication skills**
- **Confidence and desire to help families find their strengths**
- **Strategic-thinking abilities**
- **Hard work and dedication through servant leadership**

Interested candidates may view a Position Profile, and obtain an application online at www.hindshospice.org. Please complete the application and send it in with an attached confidential resume to:

Hinds Hospice
CEO Search Committee
Attention HR
1616 W. Shaw Ave Suite C-1
Fresno, CA 93711

 **Mills-Peninsula
Health Services**
A Sutter Health Affiliate
With You. For Life.

Director, Center of Clinical Excellence and Practice Innovation (Burlingame, CA)

Only 15 minutes from San Francisco, Mills-Peninsula Health Services is located on the beautiful San Francisco Peninsula. An affiliate of Sutter Health, our new Medical Center opened the doors to its 241-bed state-of-the-art facility on May 15, 2011. Be part of our exciting future and join us in the following:

Director, Center of Clinical Excellence and Practice Innovation
Full Time

In this position, you will develop, execute, and evaluate strategic planning related to the implementation and sustainment of the Center of Nursing Excellence for Mills-Peninsula Health Services, including a plan for marketing, philanthropic support and grant development & implementation.

Requires a M.S. in nursing, PhD preferred; 7-10 years' progressive experience in nursing education and/or clinical leadership; and current CA RN licensure. Experience at an ANCC Magnet facility is preferred.

To learn more about Mills-Peninsula Health Services and to apply online visit our website at: www.mills-peninsula.org (job #1112331) or contact Denise Burgess at BurgesD1@pamf.org. EOE.



Associate Director, California Health Care Safety Net Institute (Oakland, CA)

The Associate Director is an innovator, implementer, thought partner, and mentor. S/he will join a visionary, supportive, values- and results-oriented team to advance the next level of organizational development for SNI. This new strategic direction will intentionally build upon SNI's reputation as a trusted source for innovation and collaboration, and enhance SNI's historic function of designing and leading programs to support public hospital system improvement across four goals: 1) enhance quality of care; 2) promote efficient, organized public hospital system delivery models that maximize coordination of care; 3) eliminate health care disparities; and, 4) widely promote innovative practices.

Qualifications: Masters degree required. Minimum 5 years working in a health care or non-profit environment, such as hospital quality management, health system performance improvement, or in a quality improvement organization. Three plus years in senior management roles including leading organizational change, staff supervision, team-building, and overseeing quality improvement programs. Practical experience and training in performance improvement such as Lean, rapid cycle improvement, etc. Excellent oral and written communication skills with the ability to communicate complex topics to a variety of audiences.

To Apply: Salary is commensurate with experience and includes a generous benefits package. Interested applicants should send a resume, cover letter, salary requirements and at least three references to:

Afiya Palmer, Human Resources Coordinator
apalmer@caph.org
CAPH/SNI
70 Washington St., Suite 215
Oakland, CA 94607

This position is open until filled.

CAPH/SNI is an Equal Opportunity Employer with a strong commitment to racial, cultural and ethnic diversity. Persons of color are strongly encouraged to apply.



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Director of Nursing (Walnut Creek, CA)

Aspen Surgery Center is seeking an experienced Director of Nursing for our very busy, multi-specialty Ambulatory Surgery Center in Walnut Creek, California.

We offer a state-of-the-art environment where patients and professionals alike benefit from the latest surgical techniques and technology.

The Director of Nursing is responsible for leading day-to-day operations to facilitate organizational success related to clinical strategic goals and objectives in accordance with sound general management principles, regulatory and accreditation standards and the facility mission, vision and values.

Additional responsibilities include: Internal/external physician marketing. Cost awareness. Coordinate and monitor staffing and scheduling. Plan, coordinate and direct nursing care in compliance with all regulatory requirements. Organization and oversight of Risk Management, Infection Control, Employee Health, Quality Assurance/Performance Improvement and Clinical Recruitment/Retention. In conjunction with the Administrator and Medical Executive Committee, develop, monitor and evaluate the implementation of policies and procedures, which assure cost effective, safe and high quality care is implemented. Assist in the development and implementation of long and short term operational and capital budgets as related to clinical services.

Qualifications: Graduate of approved school of professional nursing with current and valid licensure with State Board of Nursing. BS in Nursing with a minimum of four years strong management experience. Masters in Nursing or Healthcare Administration preferred. Knowledge of State, Federal and Accrediting Body regulations and standards related to healthcare. Ability to achieve CPR, ACLS and PALS certification within 60 days of employment.

Aspen offers a considerable compensation and benefits package, including health, vision, dental, 401K and life insurance.

Please send resume to Veronica De La Torre, HR Coordinator: vdelatorre@nshinc.com



Diabetes Educator (Crescent City, CA)

This is a full-time position located in Northern California Crescent City. If you enjoy the great outdoors this is the place for you. There are multiple recreational activities to keep you busy such as kayaking, surfing, hiking through the redwoods and camping.

This dynamic person plans and organizes diabetes education programs for the agency within nationally recognized standards of care. Provides appropriate and culturally sensitive care to UIHS clients and assists in the development, of patient education materials.

This position requires an Associate degree, or Bachelor's degree (B.A. or B.S.) in Nursing; two to three years of health education training and experience; and to obtain or possess a Certified Diabetes Educator (CDE) Certificate.

Must be a California Registered Nurse; Certified Diabetes Educator or obtain a certificate; have a valid driver license; must be insurable by agency's vehicle insurance and provide verification of private insurance; and possess or be able to obtain CPR certification within six months of hire and maintain such.

To apply please visit our website at www.uihs.org under employment opportunities. There will be a PDF application available. If you would like to talk to someone in person please call (707)825-5000 or e-mail Trudy.adams@cruh.net



Regional Nurse Program Coordinator (San Francisco, San Jose or Walnut Creek, CA)

The RNPC works in partnership with the Regional Medical Director (and the ACO Medical Director, where appropriate), the Regional Program Manager, and regional network management and provider relations staff (the Regional Delegation Team) to achieve the BSC/HCS strategic goals of reducing inpatient bed days per thousand and CoHC, achieving affordability, and improving quality of care. The RNPC/RMD relationship is analogous to the APN/MD relationship.

REQUIREMENTS: Bachelor of Science in Nursing (BSN) required. Master's level preparation strongly preferred. 5 years minimum clinical experience. 5 years minimum hospital, group, or health plan care management. 2 years minimum experience working in care management team. Prior experience in IPA/Medical Group delegation oversight strongly preferred

Please submit resumes to Elizabeth.tse@blueshieldca.com

Blue Shield of California is an Equal Opportunity Employer.



Director, Musculo-Skeletal Service Line (Fairfield, CA)

The Director, Musculo-Skeletal Service Line provides leadership in developing, organizing and administering the clinical service line by ensuring that services are provided, supported, and monitored as integrated services providing the highest clinical quality in the most cost effective way. Clinical services reporting to this position are Orthopedic Services including outpatient physician practices, Sports Medicine, Joint Replacement Program, Fracture Program, Rehabilitation Services, Pain Management and Osteopathic Manipulative Therapy.

Masters Degree in a related Health Care field required. Orthopedic physician Assistant or Nurse Practitioner preferred. Current licensure in a related musculo-skeletal field. Orthopedic Nursing certification preferred. Previous experience managing care across the musculo-skeletal continuum preferred. Previous experience as a service line director preferred. Minimum of 5 years of management experience at a director level or higher required. Minimum of 4 years clinical experience in a musculo-skeletal clinical field. Excellent oral and written communication skills required. Possesses teaching ability, leadership ability, and high professional standards.

To apply and learn more visit www.northbayjobs.org



St. Anthony Hospital

Located in the charming city of Pendleton, Oregon, we offer the perfect balance between career and lifestyle. Our area offers many outdoor adventures that are just minutes away from the Blue Mountains and Columbia River. The Umatilla River, which flows right through town, provides excellent fishing as well as a two-mile paved and illuminated walkway through town. You are within some of the premier skiing/snowboarding locations, fly fishing, hunting and all the outdoor adventures that you could wish for. Pendleton is also surrounded by several award-winning wineries. SAH offers an excellent compensation package including highly competitive salary.

We are currently seeking the following key positions:

Director of Physician Clinics-1100016167: This position is responsible for the general supervision of Physician's practices and direct supervision of program personnel as well as all activities related to the Physician's Practices. These duties are carried out in collaboration with the Department Medical Director. The Practice Manager is responsible for maintaining quality service, financial stability, public relations and widening the base of the program. This position requires a high level of management expertise and excellent communication and interpersonal skills. This individual must be able to communicate effectively with the treatment team, as well as collaborate with the Medical Director and staff Physicians who are primarily responsible to direct the treatment.

OR Manager-1100004968: The Surgery manager is responsible for the administration and supervision of designated personnel in the operating room. The manager is responsible for promoting a cooperative staff effort to provide the highest quality of patient care. The Surgery Manager is responsible for the allocation and completion of assigned functions in the daily operations of the surgery schedule. In addition, is responsible for the effective utilization of staffing and the facility through the daily surgery scheduling and distribution of cases in the absence of the Operating Room Scheduling Coordinator.

To apply and learn more visit <http://www.sahpendleton.org/career-opportunities.html>

Career Opportunities

To advertise call 425-457-4316
Visit cahcnnews.com to see all available jobs.



Associate Director, Children's Miracle Network (Glendale, CA)

The Associate Director, Children's Miracle Network is responsible for developing, implementing and maintaining Children's Miracle Network (CMN) sponsored corporate accounts and their fund raising programs to maximize contributions from the corporate, civic, and fraternal communities, as well as other CMN-related groups utilizing sales and relationship building techniques and cause-marketing strategies to attain CMN fund raising goals. Identify and cultivate new corporate prospects/sponsors for the CMN program.

NOTE * This position is located in our Glendale, CA offices *****

Founded in 1901, Children's Hospital Los Angeles is one of the nation's leading children's hospitals and is acknowledged worldwide for its leadership in pediatric and adolescent health. Children's Hospital Los Angeles is one of only seven children's hospitals in the nation – and the only children's hospitals on the West Coast – ranked for two consecutive years in all 10 pediatric specialties in the U.S. News and World Report rankings and named to the magazine's "Honor Roll" of children's hospitals.

Children's Hospital Los Angeles is a premier teaching hospital and has been affiliated with the Keck School of Medicine of the University of Southern California since 1932.

Qualifications: College degree in business, communications, or related field required. Due to its special nature, this position requires an experienced professional with a minimum of 3 years of demonstrated successful fund-raising or its equivalent, Prefer experience in fund raising or sales, with proven ability in corporate development and successful experience working with volunteers and donors. Background in cause marketing with fund raising as a medium a plus.

To learn more and apply visit www.CHLA.org/CAREERS

EOE/AA



Senior Manager, Utilization Management (El Dorado Hills, CA)

The Sr. Manager, Utilization Management is responsible for strategic planning to achieve Medical Management/HCS business results. The Sr. Manager ensures coordination and integration of the function with other BSC business units. This position will establish benchmarks, targets, operational best practices, and performance metrics, and build core competencies related to utilization and medical cost management. The Sr. Manager will also be accountable for leadership and development of the Utilization Management team.

REQUIREMENTS: Current CA RN License required. Bachelor's of Science in Nursing required, advanced degree preferred. At least three years experience in leading and managing teams required with demonstrated success in defining performance objectives and developing and mentoring staff required. Five to seven years clinical acute care experience in utilization management and case management required. Contact recruiter for additional requirements.

Please submit resumes to Elizabeth.tse@blueshieldca.com

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Assistant Behavioral Health Director, Clinical Services (Oroville, CA)

Assistant Behavioral Health Director, Clinical Services position, full time, available at Butte County Behavioral Health Department in beautiful Northern California.

This position oversees all of the clinical programs throughout the Behavioral Health Department, providing strategic leadership to attain program goals.

Annual salary (plus a generous benefits package) is \$80,655.12-\$108,085.64.

For full job specifications and application, please visit our website at www.buttecounty.net. Filing deadline is Friday, February 17, 5:00 p.m. Pacific Time. Butte County is an AA/EOE Employer.



Nurse Practitioner, Urology (Fairfield, CA)

The Nurse Practitioner provides direct and indirect outpatient care to patients co-managed with urology specialist. Provides care in a holistic manner with a focus on genito-urinary management including the assessment of physical, psychosocial, rehabilitative and educational needs of both the patient and his/her family on an ongoing basis. Develop a plan of care to include interventions needed to meet the patient's needs. Works in a collaborative way with the urologist and all ancillary staff.

Master's Degree in Acute Care, Adult, or Family Nurse Practitioner from an accredited school of nursing. Current unencumbered California licensure as a Nurse Practitioner. Experience as a Nurse Practitioner practicing in urology, and/or uro-gynecology, preferred. Certified in Advanced Urological Nursing practice (CURN) preferred. AHA or equivalent CPR required. Certified in Advanced Cardiac Life Support preferred. Current Furnishing Number for medications. DEA license to be obtained within 90 days of hire and then maintains a current DEA license for schedule 2 drugs and above.

Demonstrates organizational skills. Demonstrates current knowledge and skill in providing appropriate care for urological patients, including drug management in a variety of inpatient and outpatient care settings.

To apply and learn more visit www.northbayjobs.org



Claims Examiner - Lead (Foster City, CA)

Pacific Partners Management Services, Inc., (PPMSI) provides a wide range of professional management services and physician network management to Medical Groups and IPA's contracting in the managed healthcare arena.

We have an immediate opening for a Claims Examiner – Lead in our Claims Department at our Corporate Foster City Office.

The successful candidate primary function is to ensure accurate adjudication of all claims is responsible for training and providing direction to the claim processing team. The successful candidate will possess the following required qualifications: High school diploma or equivalent. Supervisory skills in claims processing. Three years of experience processing claims, with at least two years of claims examiner experience. Ability to communicate well with supervisors and co-workers. Knowledge of medical terminology. Knowledge of Department of Managed Health Care (DMHC), and Centers for Medicare and Medicaid Services (CMS) requirements. Knowledge of ICD-9, CPT, HCPCS, and revenue coding. Ability to analyze claim issues and "trouble shoot" claims problems. Ability to act as a resource and/or trainer for claims processors and claims examiners. Technical competence with claims processing software.

We offer competitive salaries, a comprehensive benefit package and a 401(k)-retirement plan. Please email your cover letter, resume and salary requirement to human.resources@ppmsi.com.



Deputy CEO (Fresno, CA)

Clinica Sierra Vista is seeking a Deputy CEO who will be responsible for all operations in Fresno County. If you are a proven leader who is seeking a challenging career then this opportunity may be for you.

Responsible for executive leadership and performance of all medical, dental and behavioral health services, and numerous health education and clinical-support programs.

Your qualifications should include strong management skills and experience (10+ years), program planning and evaluation, budgeting, and HR management, along with an advanced degree in business, health or nonprofit administration. FQHC experience preferred.

Send Resume to:

Contact info:

Linda.Bayless@clinciaserravista.org or fax a resume to 661-324-4153

Career Opportunities

To advertise call 425-457-4316
Visit cahnews.com to see all available jobs.

HINDS HOSPICE

Trusted hospice care provider since 1981

Hinds Hospice is here for the communities of Fresno, Madera, and Merced counties. Consisting of a professional staff of 178, over 300 devoted volunteers and a dedicated Board of Directors, we are here to help those living with a life limiting condition, their care-givers and those who have lost a loved one.

PROGRAMS

- Patient Care Services
- Hinds Hospice Home
- Center for Grief and Healing
- Perinatal Hospice – Angel Babies / Bebitos Angelitos
- Pediatric Hospice
- Thrift Stores
- Physician and Medical Professional Education
- Multicultural Outreach
- Global Outreach
- Prison Hospice
- Volunteers
- We Honor Veterans- Veteran to Veteran Volunteers



COME JOIN AND WORK WITH OUR TEAM

Looking for experienced hospice nurses as we move forward into Palliative Care. All positions require one (1) year acute care experience, hospice experience preferred. We are accepting applications for the following positions:

- RN , Case Manager Fresno Outpatient Facility, Full Time
- RN, After Hours Fresno Outpatient Facility, Per Diem
- RN, Days/Evenings Fresno Outpatient Facility, Per Diem
- RN, Patient Assessor (Evals & Opens) On Call (Sat/Sun) Fresno Outpatient Facility, Per Diem, Paid by visit.
- LVN On Call 8pm-8am Sat/Sun, Fresno Outpatient Facility, Part Time

Please go to our web site at hindshospice.org for brief Job Description and Application, or call HR (559) 248-8591.



Director, Finance & Administration (Oakland, CA)

The California Association of Public Hospitals and Health Systems (CAPH) is seeking an part-time Director, Finance & Administration to join our team. Reporting to the President & CEO, this part-time (~60%) position will manage to staff members and is responsible for the general operations, financial strategies of the organization, and oversight of the general accounting operations for both CAPH and SNI

Qualifications and experience: Bachelors in accounting or finance. CPA highly desirable. MBA a plus. Work experience should include at least 5 years managing finance or accounting functions in 501(c)(3) and/or 501(c)(6) with experience in financial planning and policies for an organization of similar size and complexity. Experience should include financial management of multiple grants. Thorough technical accounting knowledge, procedures and practices including GAAP and the Non-Profit Integrity Act. At least 4 years of management experience in a professional office environment providing facilities management, IT coordination, reception and /or general administrative support is preferred. Demonstrated ability to effectively negotiate outsourcing contracts, leases, facilities contracts and maintenance agreements. Excellent computer skills including advanced proficiency in Excel, PowerPoint and non-profit financial accounting software/systems.

To Apply: Salary is commensurate with experience and includes a generous benefits package. Interested applicants should send a resume, cover letter, salary requirements and at least three references to:

Afiya Palmer, Human Resources Coordinator
apalmer@caph.org
CAPH/SNI
70 Washington St., Suite 215
Oakland, CA 94607

This position is open until filled.

CAPH/SNI is an Equal Opportunity Employer with a strong commitment to racial, cultural and ethnic diversity. Persons of color are strongly encouraged to apply.



Director of Clinical Documentation Improvement and Coding (Madera, CA)

The Director of Clinical Documentation Improvement and Coding will have leadership accountability and oversight for the planning, organization, supervision and coordination of operational and budgetary activities for the Department of Clinical Documentation Improvement and Coding. As this program is new, their initial responsibility will be to assist Children's Hospital with the development of the Clinical Documentation Improvement (CDI) Program. This will involve assessing organizational needs, developing and championing recommendations from the ICD-10 assessment. As the program develops, this position will directly supervise the clinical documentation specialist team responsible for facilitating and obtaining appropriate physician documentation for any clinical conditions or procedures, the coding team, and the data specialist team responsible for data abstraction specialty services such as CPQCC, VON, and registry functions. This position will be responsible for initial and ongoing physician/clinician documentation education and ongoing training, clinical documentation template design, quality of ICD-9 and ICD-10-CM/PCS and coding and CPT procedure coding of hospital billing, and CMS & APR-DRG assignment. This position will also be responsible for facilitating modifications to overall quality and completeness of medical record documentation. Additionally, this Director role will interface with key departments and leadership such as Finance, Revenue Cycle Management, Information Systems, and Corporate Compliance, as well as key physician and administrative leaders at the Hospital.

Requirements: Bachelor's degree in Nursing, Health Information Management, or related health care area. Minimum of 5 -10 years of work related experience. Leadership experience in coding and/or clinical documentation program administration preferred. Active Certified Coding Specialist (CCS) and/or additional Health Information Management credential (RHIT/RHIA) preferred. CDIS (clinical documentation improvement specialist) certification preferred and experience implementing a hospital clinical documentation improvement program, preferred.

To apply
Apply online at www.childrenscentralcal.org
We are proud to be an EEO/AA employer



Director – Critical Care Services (Kennewick, WA)

Kennewick General Hospital is one of Southeast Washington's fastest growing hospitals serving the Tri-City and surrounding area. Responsible for overall department operations of critical care services, including the units of ICU, PCU, Cath Lab and Cardiac Monitoring Center. Provide supervisory oversight of staff. Consult with staff, physicians and Chief Nursing Officer on nursing issues/concerns and interpretation of hospital policies to ensure the highest level of patient care and customer service. Maintains performance improvement activities within the department and participates in CQI activities. Prepares and monitors unit budgets. Position requires occasional after hours and weekend work. **Minimum Qualifications: Associates Degree or equivalent from two-year college(or equivalent combination of education and experience). Five years comparable nursing experience of which three have been at a nursing leadership level. AHA HCP (BLS for healthcare providers), ACLS, PALS. Washington State RN license. BSN strongly preferred.**

Kennewick General Hospital
Human Resources
Kennewick, WA 99336
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