

AW Health Care is currently seeking a people leader to join our dynamic, fast growing and constantly changing organization.

The focus of the Clinical Director (DON) is on achieving results which are aligned with the larger picture of the organization and its strategic goals. Initiative, coupled with a sense of competitive drive, and the ability to stay focused on results despite changing conditions, is the key to achieving the performance objectives of this job. Because environmental and organizational conditions change rapidly, the work involves innovation and creativity in generating ideas for quick response. Decision-making is focused on implementing practical, timely solutions. The job requires getting things done quickly and handling a variety of activities. Self-assurance, and the confidence to purposely drive toward results while constantly problem-solving and engaging the commitment of others is essential. A leadership style that is firm and goal oriented, and yet motivates, trains, and engages others in an enthusiastic way is important. The emphasis on building rapport and relationships with individuals and groups requires an outgoing, poised and persuasive communication style. Because the pace of the work is faster than average, the ability to learn quickly and thoroughly while continually recognizing and adapting to changing conditions is critical. The scope of the job may require effective delegation to proven people. Especially routine and repetitive details should be delegated but with responsibility for follow up and accountability for timely results. While the job requires the ability to act independently, a sense of urgency and the confidence to handle a variety of challenges, a full commitment to the success of the business and high standards of achievement are expected in this position. The emphasis is on results, and effective systems that achieve results through and with people, rather than on the details of implementation. The job environment is flexible, constantly changing and provides growth opportunity, recognition and reward for the achievement of business results.

Some important Characteristics this person will possess include:

- A sense of urgency for goal achievement
 - The ability to handle multiple, simultaneous projects
 - The ability to multi-task in a fast paced environment
 - Innovative and creative problem solving, with a focus on results-oriented idea generation
 - The ability to build rapport and relationships focused on achieving results
 - The ability to engage the commitment of others
 - The ability to be risk taking and action-oriented as well as engage in somewhat collaborative decision-making
 - The ability to make quick decisions in response to changing conditions
 - Being an extroverted, confident, enthusiastic, and persuasive influencer, who stimulates others to action
 - Being an authoritative leader based on generalist expertise, knowledge of systems
 - The ability to provide directive leadership to assure business results are achieved
 - The ability to delegate details as necessary, with follow up on timeliness and quality
 - The ability and willingness to take accountability for results
- Minimum Qualifications
- Graduate of an approved school of professional nursing and currently licensed in the state(s) in which practicing.
 - Three to five (3-5) years of experience in nursing, with multi-discipline management preferred.
 - One (1) year experience in home health nursing, required.

Qualified applicants should apply online using the following link:

<https://recruiting2.ultipro.com/AWH1000AWH/JobBoard/841e6b14-7cf3-46d5-91de-ec1f9c67b95d/Opportunity/OpportunityDetail?opportunityId=0396c79d-abe6-4aab-9785-d2dfb43b7fed&sourceId=9cec2ad7-1e02-4fb2-b530-2b16f8582d86>