**Job Title: Director of Nursing - Hospice**

**About the Job and Job Location:**

Heart of Hope Asian American Hospice Care is looking for an exceptional Director of Nursing to join our leadership team. A full-time Director of Nursing is needed for establishing and operating this start-up hospice organization in San Jose, California. This is a unique opportunity to share your passion for end-of-life care with a non-profit hospice organization to promote and to deliver compassionate care to patients and families facing end-of-life challenges in the Silicon Valley Area. This position provides great opportunity for enhancing cultural competence and professional growth.

**Duties:**

The Director of Nursing is responsible for the overall direction of hospice clinical services and reports to the CEO/Administrator. The Director of Nursing assists the CEO/Administrator to establish, implement and evaluate goals and objectives for hospice services that meet and promote the standards of quality care and contributes to the overall organization and philosophy. The candidate should have advanced experience with hospice care and understand the Medicare Conditions of Participation for hospice, the accreditation process, and other details of running an efficient and patient-centered hospice operation.

**Qualifications/Requirements:**

1. Registered nurse in the State of California with current licensure to practice professional nursing in the State.
2. A Registered Nurse with a baccalaureate or higher degree in nursing or another health-related field with three (3) years of experience within the last five (5) years in a hospice or home health agency, primary care clinic or health facility, at least one (1) year of which was in a supervisory or administrative capacity, OR a Registered Nurse with four (4) years of experience within the last five (5) years in a hospice, home health agency, primary care clinic or health facility, at least one (1) year of which was in a supervisory or administrative capacity.
3. Demonstrated ability to supervise and direct professional and administrative personnel.
4. Ability to market and deal tactfully with customers and the community.
5. Must be a California licensed driver with an automobile that is insured in accordance with state and/or organization’s requirements.
6. Has excellent observation, verbal and written communication skills.
7. Knowledge of business management, governmental regulations and CHAP standards.
8. Candidates with experiences of patient care manager are also encouraged to apply.

**Salary:** Compatible salaryranging from $120,000 to $150,000, based on qualification and experiences.

**Benefits:** Full employee benefits, including holidays, Paid Time Off (PTO), health/dental/vision insurance, 401(k) retirement plan with matching, and Flexible Spending Account.

**About the Organization:**

The non-profit, community-based Heart of Hope Asian American Hospice Care (HHAAHC) strives to build a holistic service model of physical, psychosocial, and spiritual care, as well as bereavement support with cultural and linguistic competence to people with a life-limiting illness. HHAAHC was previously Herald Cancer Care Network a highly recognized community service organization with a strong foundation and connection with local ethnic groups. HHAAHC is well respected on its effort to promote end-of-life care in the Asian community. When licensed, HHAAHC will serve patients and families in the Silicon Valley of the San Francisco Bay Area.

**How to Apply:** If you are interested in this position, please send your resume to [HR@heartofhopehospice.org](mailto:HR@heartofhopehospice.org) or fax to 408-986-8581.

**Heart of Hope Asian American Hospice Care is an Equal Opportunity Employer observing all federal and state laws governing fair employment practices.**