

## **Position Summary**

### **Director of Nursing**

Tawam Hospital is a JCIA accredited, tertiary academic teaching hospital owned by Abu Dhabi Health Services (SEHA), Al Ain, United Arab Emirates, and is professionally managed by Johns Hopkins Medicine International from Baltimore Maryland, USA. The hospital is 463 beds and growing as we embark upon a major hospital design and construction project over the next five years. The campus is comprised of a main hospital building with adjacent ambulatory clinics on campus. There are two additional large primary care clinics and a tertiary dental center located off campus but within the city of Al Ain. The Tawam system is completed with a remote access hospital servicing the needs of a rural community 100 kilometers further into the desert in which general care admissions, primary clinic and emergency services are provided. Tawam Hospital is a UAE and Middle East *Center of Excellence* for oncology care, Neonatal Intensive Care, and general ICU services in addition to our outstanding patient care delivery programs in other specialties.

The Director of Nursing position leads a 1,300 plus workforce of professional Registered Nurses, Registered Midwives, assistant nurses, ward clerks and department porter staff. Three Associate Directors of Nursing are in place to guide the professional leadership of nearly 50 Nurse Managers and Unit-based Clinical Resource Nurses. Together, this team has been effective in accomplishing very aggressive recruiting strategies and we beat the industry benchmarks for staff retention. Education at Tawam is highly valued and permeates the organization through unit-based lectures and education programs, to monthly content expert video conferencing with Johns Hopkins Hospital and the Johns Hopkins Institute for Global Nursing. We are aligned with our colleagues in ancillary services to continue our efforts towards exemplary patient care.

The Nursing Division continually drives progress towards our 2008-2009 strategic goals as follows:

- ❖ Normalizing the nursing workforce practice
- ❖ Advancing mid-level management education and training
- ❖ The Magnet Journey
- ❖ Enculturation of Patient Safety as a minimum practice

The Director of Nursing position will be fully responsible for the activities outlined in the job description and for maintaining the expectation and performance of quality nursing care. This role is highly visible in the organization and holds a permanent seat on the Administrative Team. The position reports to the Chief Clinical Officer (Hopkins International Staff Position).

The town of Al Ain is located on the UAE-Oman border and is 1.5 hours from Abu Dhabi and Dubai. The United Arab Emirates is a moderate Muslim country where residents enjoy a high-quality lifestyle rich in Arabic traditions. Summer months are hot but with very low humidity due to inland desert climate; winter weather is near picture perfect. Over 70 nationalities are employed at Tawam making it truly a diverse workplace steeped in cultural heritages from across the globe.

**Qualifications:**

Director of Nursing	<b>Education</b>	<b>Relevant Experience</b>
	<p><u>Required:</u></p> <ul style="list-style-type: none"> <li>* Bachelor of Science degree in nursing or equivalent qualifications of not less than 3 years study duration from an accredited program</li> <li><i>plus</i> MS in Nursing/Health Services management</li> <li>* Valid/current national license</li> </ul>	<ul style="list-style-type: none"> <li>* Not less than 12 years post graduate</li> <li>* Note less than 3 years in a Director of Nursing position, or 5 years in Acting Director of Nursing position in an acute care tertiary hospital</li> </ul>
	<p><u>Desired:</u></p> <ul style="list-style-type: none"> <li>* Ph.D. degree in Nursing or Health Services management</li> <li>* International accreditation experience</li> <li>* Indication of progressive leadership, management &amp; clinical positions</li> <li>* Certified proof of yearly CME</li> <li>* Continuous post graduate courses</li> </ul>	<p>If Ph.D. degree and less than 12 years experience, then candidate will be considered with “Waiver form “which has been validated and presented by relevant institution to the the Credentialing Review Section (CRS)</p>

**Benefits**

- \* Tax-free salary
- \* Paid annual leave
- \* Annual Air Ticket Cash entitlement
- \* End of Service Award
- \* Free Housing accommodation or housing allowance
- \* Furniture allowance (if using housing allowance)
- \* Water and electricity allowance
- \* Transportation allowance (if using housing allowance)
- \* Education allowance for children below 18 years
- \* Free medical and emergency dental treatment
- \* Luggage allowance on initial mobilization