

# Market Range Detail - Nursing Manager

## Effective Date

February 29, 2016

## Market Range Title Description

Positions in this market range title are responsible for the clinical, operational, and administrative management within assigned clinic and/or program.

- Provide supervision and direction to nursing and other patient care staff (often through subordinate supervisors) assigned to clinic/unit; including conducting regular performance evaluations, coaching, counseling and disciplining employees as needed. Participates in interview, selection and training of staff.
- Manage daily clinic/program operations ensuring all policies, procedures, agreements or accreditation standards are followed and maintained.
- Create staffing plans to ensure appropriate and timely patient care, design workflow processes to achieve productivity targets and ensure that appropriate equipment and supplies necessary for daily operation are available.
- Provide leadership to various levels of health care personnel in collaboration with providers, nursing staff and ancillary staff.
- Develop program/clinic goals and objectives, complete program evaluation activities, maintain contract compliance, and conduct quality assurance activities.
- Monitor use of all resources for compliance with clinic/program budget. Monitor expenditures, inventory, procurement of resources and authorization of expenditures. Prepare management reports as required.
- Respond to clinical issues and/or emergencies as necessary, providing direction and support to staff, including providing direct patient care when needed.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$37.75	\$45.63	\$53.50

## Likely Minimum Qualifications

- Graduation from an accredited school of Nursing
- 5 years experience as a Registered Nurse
- Valid unrestricted license as a Registered Nurse issued by the Arizona State Board of Nursing.

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.