



Clinical Manager Fresno Outpatient

EMPLOYMENT STATUS: Full Time, Exempt

LOCATION: Hinds Hospice – Fresno, California

POSITION SUMMARY

This position reports directly to the Director of Nursing Services/Executive Director Clinical Services and is responsible for the overall supervision of assigned clinical team (primarily RNs, LVNs and Hospice Aides). Oversees daily operations to support patient care services.

- Coordinates staffing and scheduling to meet census needs.
- Coordinates with Intake Department to ensure timely response to new referrals.
- Facilitates weekly IDG meetings for assigned clinical team.
- Conducts frequent supervisory field visits for each team member to support clinical competence.
- Performs the Joint Commission Tracer field visits for staff team members. Participates in The Joint Commission survey readiness as assigned. Leads and trains staff in standards of excellence as specified by Joint Commission on Accreditation of Healthcare Organizations (JCAHO).
- Demonstrates knowledge of Hospice Medicare Benefit Program, including levels of care.

MINIMUM QUALIFICATIONS:

- Completion of a professional nursing program accredited by the Board of Registered Nursing with completion of a baccalaureate program in nursing required. Master's Degree preferred.
- Two (2) years of leadership experience in a hospice environment preferred.
- Certification in Hospice and Palliative Nursing, preferred.
- Demonstrated ability to work with health team personnel with three (3) years of nursing experience in a hospice/palliative care setting.
- Possess ability to function independently with strong clinical skills and critical thinking abilities as relates to patient care and staff responsibilities.
- Exhibits sensitivity to cultural differences and have substantive knowledge of current trends in home health care, federal and state regulation, state licensing requirements and other standards related to home health care
- Current RN Licensure, CPR, recent physical and TB, Tdap, MMR, Varicella, HepB immunizations.
- Must have a valid driver's license and a willingness to use personal vehicle in the course of employment.
- Must show proof of automobile insurance, proof of current auto registration and acceptable driving record (no more than 3 points within a 36-month period).
- Ability to meet the physical demands of the job (i.e., Push, Pull, Lift/Carry 35 lbs.)

COMPENSATION AND BENEFITS:

- Compensation DOE – Generous Total Compensation Plan
- Medical, Dental and Vision
- 401(k), EAP, and Life/AD&D insurance
- PTO (24.5 days for FT employees, based on 40-hour work week)
- Paid Mileage

POSITION CLOSING WHEN FILLED

All interested and qualified individuals are invited to complete an application at

[Apply here](#)

EOE

