



# Job Description Director

<b>Position Title:</b>	Director of Nursing
<b>Reports to:</b>	Executive Director
<b>FLSA:</b>	Exempt
<b>Classification:</b>	Management
<b>Salary</b>	\$100,000-\$115,000
Preterm's mission is to advance reproductive health and justice by providing safe, respectful, and accessible abortion and sexual healthcare. Abortion is essential to bodily autonomy and gender equity for all people. Providing abortions is a deeply caring and revolutionary act that is part of dismantling oppression and stigma.	

## Position Summary

The Director of Nursing provides overall direction and leadership for all of Preterm's medical services and staff. Participates in strategic visioning as part of Preterm's senior leadership team. Ensures delivery of high quality, compassionate, patient-centered and whole person healthcare.

## Duties and Responsibilities

- Establishes, implements and evaluates medical standards to ensure that Preterm provides excellent care
- Responsible for the quality, efficiency and evaluation of medical care and medical personnel
- Supports staff by listening to and responding to staff concerns
- Leads a positive workplace culture based on honesty, trust, and mutual accountability
- Creates and executes trainings for staff about values-aligned care practices
- Works with Quality and Compliance Administrator to ensure that Preterm meets or exceeds regulatory and accreditation standards
- Leads development, surveillance, and enforcement of infection prevention and control protocols
- Enforces day-to-day compliance with Preterm's policies and procedures
- Develops interventions or updates to policies and procedures as needed
- Collaborates with other directors and clinic staff to develop and implement new services and programs
- Helps carryout goals established through our strategic planning and values alignment processes

This position reports to the Executive Director and works collaboratively with the department directors to provide leadership and strategic direction for Preterm. The DON must support the advancement of reproductive justice through organizational culture and health care experiences and outcomes. The ideal candidate has the ability to create transformative relationships, has the capacity for personal growth, sees challenges as opportunities, and has a deep understanding of oppressions and their impact on the lives of the people we serve as well as the employees who work here.

## Qualifications

*Successful candidates will possess the following skills and qualifications:*

- RN / APN Licensure
- Minimum 3 years of nursing experience, with at least 6 months of OB/GYN nursing experience
- Minimum 1 year leadership or supervisory experience

*The most competitive candidates will also possess the following skills and qualifications:*

- 5+ years of nursing experience
- MSN, BSN or MPH education preferred, or 2 or more years of clinical management experience
- Familiarity with and support for reproductive health, rights and justice.

## Values and Behaviors

- |             |                                   |
|-------------|-----------------------------------|
| 1. Respect  | 4. Feminism and intersectionality |
| 2. Autonomy | 5. Excellence with integrity      |
| 3. Empathy  | 6. Intentional stewardship        |

## Salary and benefits:

*\$100,000-\$115,000. Four-day work week. Health/dental insurance, generous paid time off, 403b with employer match after 2 years, life insurance, short- and long-term disability.*

*Please send application including a cover letter describing your interest that includes a short statement about how you have fostered a positive, values-based organizational culture, and your resume (in Word or PDF format), to Dr. Sri Thakkilapati [sthakkilapati@preterm.org](mailto:sthakkilapati@preterm.org).*

*A diverse, equitable, and inclusive workplace makes Preterm a more relevant, more creative, and more resilient organization. We encourage people from all backgrounds, ages, abilities, and experiences to apply. We are an equal opportunity employer. We do not discriminate on the basis of race, color, ancestry, religion, national origin, sexual orientation, age, citizenship, marital or family status, disability, gender, gender identity or expression, pregnancy or caregiver status, veteran status, or any other legally protected status. We will ensure that individuals with disabilities are provided reasonable accommodations to participate in the job application and interview process, to perform essential job functions, and to receive appropriate considerations and privileges of contracting.*

## A Note to Potential Candidates:

*Studies have shown that women, trans, non-binary folks, and BIPOC are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization, and we are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's okay. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.*