

Recruiting, you know the situation at RMCSJ and the union environment. Just got off a divisional call with the "plan". Please read in detail!!

We have 2 interims in the ED currently (1 Director and 1 Manager).

They need 2 additional "Non Clinical ED Leaders" to help cover the unit around the clock. NO CALIFORNIA LICENSE NEEDED

Schedule!! The 2 new leaders will work 10A-8P and will rotate schedules every other week with one working 4 days with 3 days off and then the following week working 3 days with 4 days off. Continued rotation.

JOB: Must be willing to get punched in the face. Not literally...but they will be fielding the issues. Evaluating the schedules, adjusting schedules, meeting with union reps, write ups if necessary (even if they don't know nurse, they must discuss with HR and other 2 interims to discern if write up is appropriate), helping in administration. Basically be the police in the ER. They envision this will be a 3-4 month project. Goal is to be back on track by end of year.

Preparation: there will be divisional training next week for all current leaders at RMCSJ. They will place the 2 new leaders through training/strategy planning prior to start date.

NOT FOR THE FAINT OF HEART.

Send all candidates to me until Peony returns.

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