



The Health Services Authority is responsible for the provision and administration of primary and secondary levels of healthcare services and public health functions for residents of the three Cayman Islands through a 127-bed hospital on Grand Cayman, a 18-bed hospital in Cayman Brac, satellite outpatient clinic in Little Cayman and four District Health Centers on Grand Cayman offering the most comprehensive range of inpatient and outpatient services in a single health system in the Cayman Islands.

We invite applications for the following position:

DIRECTOR OF NURSING

Salary range: CI\$139,788 to CI\$166,176 per annum

The Director of Nursing ensures compliance for nursing standards and provides leadership for the nursing services of the Health Services Authority. As a member of the Senior Management Team, the candidate provides guidance and advice on nursing matters to the Chief Executive Officer, the Health Services Authority Board, sub-committees, and other Government Departments.

Primary Responsibilities: The successful candidate ensures that the delivery of nursing care contributes to the achievement of the HSA's strategic goals. Ensures that cordial relationships are maintained with patients, their families and friends, clergy, and other interested groups in the community. In consultation with senior nursing officers, nurse managers, shift co-ordinators, the postholder develops, promotes, and monitors nursing practice. The candidate is responsible for the nursing personnel establishment, appointments, and deployment of nurses across the Health Service Authority. This collaboration includes working with the Human Resources Section, Risk Manager and Quality Assurance Coordinator to investigate and adjudicate complaints involving members of the nursing staff. He/she provides support, leadership and strategic direction to nurses who work across a diverse range of departments/teams within the Health Services Authority.

Qualifications and Experience: The successful candidate must be a graduate of an approved nursing school. Must have a Master's degree in Nursing and a management qualification. The candidate must also have a minimum of five (5) years' experience in nurse management and broad experience in inpatient and outpatient services. Must be eligible to practice in the Cayman Islands or possess current licensure with the Nursing and Midwifery Council. A primary Healthcare and Midwifery experience is beneficial. The candidate's demonstrated leadership skills include the ability to look at issues objectively and analytically and to be innovative in achieving timely resolutions. He/she should have tolerance for high levels of stress and in handling confidential and difficult situations involving patients, physicians, or others in a professional manner. Must have strong problem solving, organisational and interpersonal skills.

A remuneration and benefit package, commensurate with experience and qualifications will be offered to the successful candidate.

NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form via e-mail to hsa.jobs@hsa.ky using pdf format. Log on to our website at www.hsa.ky to access Application Form and Job Description.

Application deadline: March 23rd, 2025

Committed to Caring for You



Job Description

Job title	<i>Director of Nursing</i>	Job Holder	
Reports to	<i>Chief Executive Officer</i>	Section	<i>Nursing Administration</i>

Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents of the Cayman Islands in accordance with the National Strategic Plan for Health.

Services are delivered primarily through the 127-beds at the Cayman Islands Hospital (the country’s principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac. Ancillary services are offered at district health centres, and clinics for dental and ophthalmologic care. Residents of Little Cayman can access care through the island’s health clinic.

As Director of Nursing for the Health Services Authority and a member of the Senior Management Team, the postholder is responsible for providing advice on nursing matters to the Chief Executive Officer, the Health Services Authority Board and other Government Departments.

The Director of Nursing is responsible for ensuring the compliance with nursing standards.

Job Purpose

To provide leadership for the Nursing Service of the Health Service Authority.

Dimensions

Postholder is responsible for a cadre of 250 staff of varying levels.

Postholder oversees the management of the budget for all nursing units and services.

Duties and Responsibilities

- a. Ensures that the delivery of nursing care contributes to the achievement of the HSA’s strategic goals.
- b. In consultation with senior nursing officers, nurse managers and shift co-ordinators, develops, promotes and monitors nursing practice.
- c. Serves on the Health Service Authority’s Board sub-committees responsible for clinical practice and advises on matters relating to nursing practice and patient care matters.
- d. Provides support, leadership and strategic direction to nurses who work across a diverse range of departments/teams within the Health Services Authority.
- e. Responsible for the nursing personnel establishment, appointments and deployment of nurses across the Health Service Authority.
- f. Initiates and participates in problem-solving, policy-forming conferences for Nursing/Patient Care Services.
- g. Works with the Human Resources Section, Risk Manager and Quality Assurance Coordinator to investigate and adjudicate complaints involving members of the nursing staff.
- h. Ensures that cordial relationships are maintained with patients, their families and friends, clergy, and other interested groups in the community.
- i. Represents the Health Service Authority nationally on nursing matters.

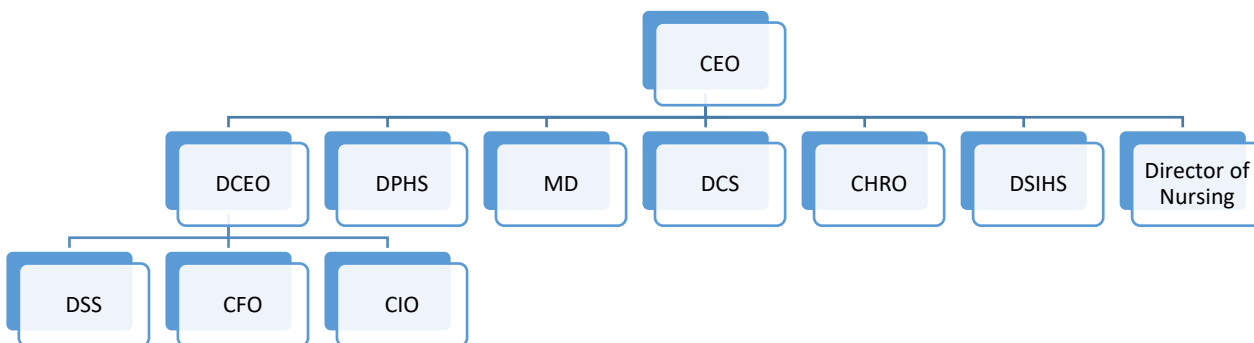
Qualifications, Experience & Skills Requirement

- Graduate of an approved nursing school
- Master's degree in nursing
- Management qualification
- Minimum 5 years' experience in nurse management
- Current licensure with the Nursing and Midwifery Council
- Primary Healthcare and Midwifery experience beneficial

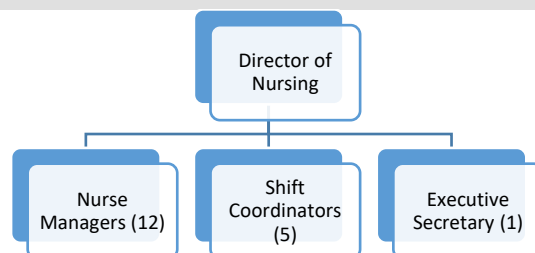
Post holder must:

- Have broad experience in inpatient and outpatient services
- Have demonstrated ability as a leader.
- Possess excellent communication and interpersonal skills.
- Demonstrate the ability to look at issues objectively and analytically and to be innovative in achieving a timely resolution to them.
- Demonstrate tolerance for high levels of stress.
- Be proficient in computer applications.
- Exhibit a caring and compassionate attitude transcending diversity of religion, race and culture.
- Strong organizational and interpersonal skills
- Ability to determine appropriate course of action in more complex situations
- Ability to work independently, exercise creativity, be attentive to detail, and maintain a positive attitude
- Ability to manage multiple and simultaneous responsibilities and to prioritize scheduling of work
- Ability to maintain confidentiality of all medical, financial, and legal information
- Ability to complete work assignments accurately and in a timely manner
- Ability to communicate effectively, both orally and in writing
- Ability to handle difficult situations involving patients, physicians, or others in a professional manner.
- Adheres to dress code, appearance is neat and clean.
- Wears identification while on duty.
- Represents the HSA in a positive and professional manner at all times.
- Complies with all organizational policies and standards regarding ethical business practices.
- Communicates the mission, ethics and goals of the organization.
- Participates in performance improvement and continuous quality improvement activities.
- Ensures compliance with policies and procedures regarding department operations, fire, safety, and infection control.

Reporting Relationship



Direct reports



Other Working Relationships

Section Supervisors
Senior Managers
H.S.A. Board
Chief Nursing Officer
University College of the Cayman Islands, School of Nursing
Cayman Islands Nursing Council
Other Government Departments/Authorities
Non-governmental agencies

Decision Making Authority and Controls

Post holder makes decisions on:

- Nursing Practice Standards
- Nursing Policies
- Nurse Recruitment
- Nurse Deployment
- Nurse Performance Management
- Procurement for all units

Working conditions

- Pleasant work environment
- Long hours
- 24-hour on call

Physical requirements

This is an office working environment with minimal travel requirements. As a member of the senior management team, it is not uncommon for the post holder to be subject to varying and unpredictable situations, many interruptions, long irregular hours, multiple calls and inquiries, meetings and be on call.

The post holder is generally required to attend an array of meetings with various agencies, departments, etc.

Problem/Key Features

- Frequent call out

Approved by:	<i>CEO</i>
Date approved:	<i>01 March 2025</i>
Reviewed:	<i>01 March 2025</i>
Next Review	<i>01 March 2027</i>
Employee Signature/Date:	
Manager Signature/Date:	