

# DIRECTOR OF NURSING



LAGUNA HONDA  
HOSPITAL AND REHABILITATION CENTER  
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH



*LAGUNA HONDA HOSPITAL AND REHABILITATION CENTER*

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# About Laguna Honda Hospital

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Laguna Honda Hospital is one of the nation's largest skilled nursing facilities. Located on a 62-acre campus in the heart of the city, Laguna Honda is one of the largest skilled nursing facilities in the United States and represents one of the most extensive commitments by any city or county to therapeutic care for seniors and adults with disabilities. It was founded in 1866 to care for one of the first generations of San Franciscans, the Gold Rush pioneers. A century and a half later, it remains a civic icon representing San Francisco's tradition of service to the underserved. Laguna Honda clinicians and support staff dedicate themselves to high-quality, individualized care for the center's 780 residents. The Laguna Honda model encompasses a wide range of services, including:

- Rehabilitation: Every year as many as 240 people complete rehabilitative therapy at Laguna Honda and move to a lower level of care or independent living
  - Providing the only dedicated skilled nursing facility for HIV/AIDS in the San Francisco Bay Area.
  - A nationally recognized program for Alzheimer's and other dementias
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## About the City and County of San Francisco

San Francisco, the bustling heart of Northern California, is renowned for its vibrant mix of diverse communities and cultural attractions set against the backdrop of breathtaking natural scenery. With a population exceeding 875,000 residents and a daytime population swelling to over 1 million, the city stands as a formidable economic powerhouse driven by thriving sectors such as tourism, technology, and global business. Its rich history of innovation and creativity continues to propel its resurgence, with thousands of small, locally-owned businesses adapting and thriving in the post-pandemic environment.

# San Francisco Department of Public Health



The San Francisco Department of Public Health (SFDPH) is the largest department within the City and County of San Francisco. With an annual operating budget of \$2.2 billion, SFDPH employs over 8,000 people, and contracts for more than \$400 million in community-based services. The San Francisco Department of Public Health is an integrated health department with two major divisions.

The San Francisco Health Network (SFHN) includes top-rated hospitals, clinics and programs that provide medical, mental health, and substance use prevention and treatment services to over 100,000 individuals. SFHN includes Zuckerberg San Francisco General Hospital (the only local Level 1 Trauma Center for San Francisco) and Laguna Honda Hospital and Rehabilitation Center (one of the largest public skilled nursing facility in the Country).

The SFDPH Population Health Division (PHD), which earned public health accreditation in 2017, carries out traditional and mandatory public health functions such as: consumer safety activities; health promotion and prevention; inspections of food, alcohol, and cannabis businesses; promote improved air and water quality; pedestrian safety; HIV prevention, research and surveillance; TB prevention and treatment; Emergency Medical Services; and analysis of community public health data.

SFDPH's central administrative functions, including finance, human resources, information technology, and policy and planning, support and promote integration between SFDPH's two divisions. The SFDPH is committed to providing quality health care and public health services to all San Franciscans regardless of immigration or insurance status. For further information about SFDPH, visit [San Francisco Department of Public Health](#)

# Position Description



For a comprehensive review of the position description, please click [HERE](#).

This position functions as one of two top nursing executives for Laguna Honda Hospital and Rehabilitation Center (LHH) and is responsible and held accountable for half of the nursing functions and activities of LHH.

Specifically, under general direction from the LHH Chief Executive Officer/Nursing Home Administrator (NHA), the Director of Nursing (DON) will:

- Lead, guide, and direct the clinical operations of the healthcare facility in accordance with local, state, and federal regulations, industry standards of nursing care, and established facility policies and procedures to provide appropriate care and services to residents.
- Plan, organize, direct, supervise and evaluate all nursing services provided in the facility.
- Actively participates in the development of the Facility Assessment and recommends updates as necessary
- Manage the nursing department to maintain quality standards of care, and advise medical staff, department heads, and NHA in matters related to nursing service.

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# How to Qualify

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**License:** Current, valid, unrestricted license as a Registered Nurse in the State of California

**Experience:** Four (4) years of verifiable, full-time experience as a Director of Nursing Services or a similar clinical management position all of which must include supervision of professionals.

**Education:** Possession of a bachelor's degree from an accredited college or university

**Education Substitution:** Additional qualifying experience as described above may substitute for the required degree on a year-for-year basis up to a maximum of two (2) years. One year is equivalent to thirty (30) semester or forty-five (45) quarter units.

One-year fulltime employment is equivalent to 2,000 hours (2,000 hours of qualifying work experience is based on a 40-hour work week). Any overtime hours that you work above 40 hours per week are not included in the calculation to determine fulltime employment.

**Important Note:** Please make sure it is absolutely clear in your application exactly how you meet the minimum qualifications. Applicants may be required to submit verification of qualifying education and experience at any point during the recruitment and selection process. Please be aware that any misrepresentation of this information may disqualify you from this or future job opportunities.

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# Compensation and Benefits

The annual salary range for the Director of Nursing Services is \$197,496.00 - \$251,992.00 (Range A)\*

**Benefits:** To learn more about the City and County of San Francisco's Employee Benefits, [CLICK HERE](#)

- Health, Vision, Optical
- Paid Time Off
- Short and Long-Term Disability Coverage
- Continuing Education Support
- Competitive Retirement Benefits

**Health Benefits:** To learn more about their Health Benefits, [CLICK HERE](#).

**Retirement Benefits:** To Learn more about the City's highly competitive retirement benefit offerings through SFERS, [CLICK HERE](#).

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\*Additional compensation may be available upon approval.

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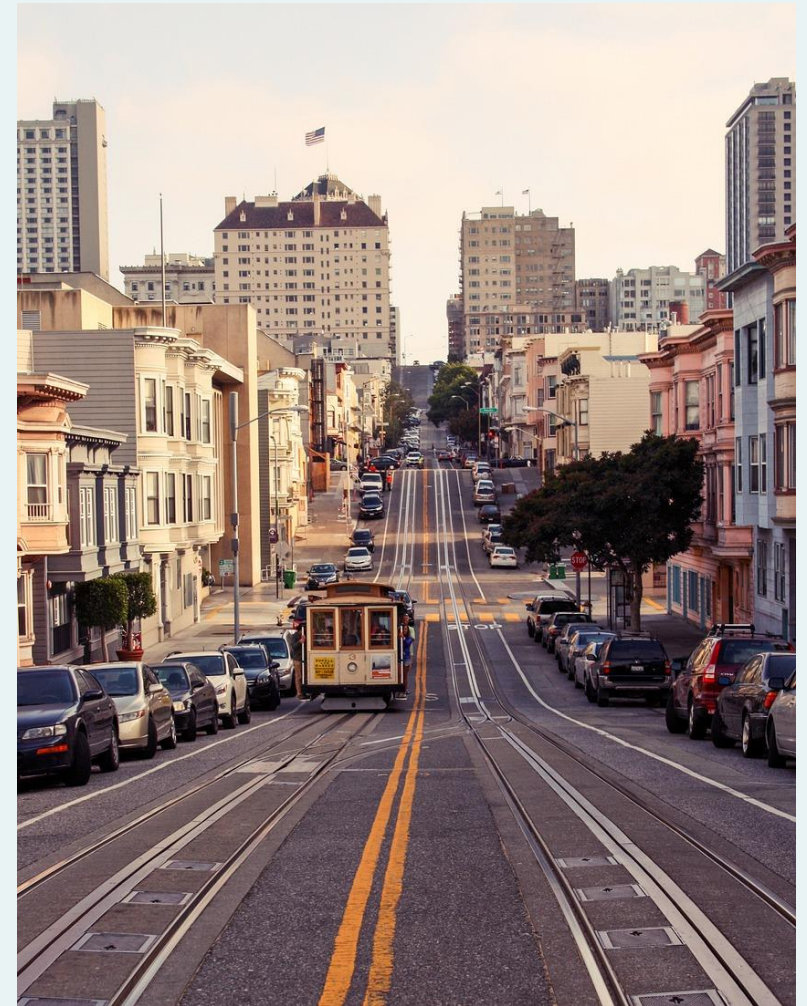
# HOW TO APPLY

The application filing will be open continuously at least through April 2, 2024, and may close any time thereafter.

Please submit your application here:

<https://careers.sf.gov/role/?id=3743990003904646>

Confidential inquiries and questions regarding this career opportunity should be directed to Julia Morse ([Jmorse@berkeleysearch.com](mailto:Jmorse@berkeleysearch.com)) or Laura Ayers ([Layers@berkeleysearch.com](mailto:Layers@berkeleysearch.com)).





**CONDITION OF EMPLOYMENT:** All City and County of San Francisco employees are required to be fully vaccinated against COVID-19 as a condition of employment. Someone is fully vaccinated when 14 days have passed since they received the final dose of a two-shot vaccine or a dose of a one-shot vaccine. Any new hire must present proof of full vaccination status to be appointed. Any new hire who will be routinely assigned or occasionally enter High-Risk Settings, must provide proof of having received a COVID-19 booster vaccine by March 1, 2022, or once eligible.

The City and County of San Francisco encourages women, minorities and persons with disabilities to apply. Applicants will be considered regardless of their sex, race, age, religion, color, national origin, ancestry, physical disability, mental disability, medical condition (associated with cancer, a history of cancer, or genetic characteristics), HIV/AIDS status, genetic information, marital status, sexual orientation, gender, gender identity, gender expression, military and veteran status, or other protected category under the law.

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*Learn More: [Laguna Honda Hospital](#)  
[SF Department of Public Health](#)*

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