

Nurse Manager

Looking to lead a driven and motivated clinical team? At *[facility name]*, we're looking to hire a nurse manager to provide support and guidance to nurses working in our trauma intensive care unit (TICU).

Here at *[facility name]*, our mission is to provide our patients with safe, compassionate care. However, we know that we can't meet our clinical benchmarks without the loyalty, engagement, and satisfaction of our nursing team. Our leadership team is made up of the best educators and mentors in Oregon, which is why our facility has been named the Pacific Northwest's "Best Place to Be A Nurse" for the last three years.

As a nurse manager in our organization, you'd be expected to manage the TICU unit budget, organize employee schedules, and lead evidence-based practice projects that support our facility goals. While there are no direct clinical expectations for this position, your office would be located within the patient care unit, providing in-house leadership to RNs, LPNs, and CNAs working in the TICU department.

Does this sound like your next great career move? Continue reading as we outline our competitive nurse manager salary, benefits package, and scheduling options.

Benefits

- Competitive pay
- Health, dental, and vision benefits
- FSA/HSA options
- 401(k) matching and access to our pension program
- \$5,000 annual tuition reimbursement
- Paid vacation and holidays, family leave, sick time
- Access to 1,000+ free online continuing education (CE) courses
- Free employee parking
- \$150 annual scrub stipend

Duties and Responsibilities

Nurse managers at our organization are expected to perform the [following duties](#):

- Conduct annual staff competency training
- Set monthly staffing schedules to ensure safe nurse-to-patient ratios
- Oversee the unit budget
- Mentor and motivate employees to meet organizational values and goals
- Perform annual nurse performance reviews

- Ensure team regulatory compliance (state nursing license renewal, certification check-offs, etc.)
- Represent their employees at system-level board meetings

Compensation and Schedule

- Starting salary of [\\$140,000](#), with adjustments made for relevant education and experience
- Full-time employment, working Monday through Friday for 8-hour shifts (8a-4p)
- No nights, weekends, or holidays required
- Bi-weekly or weekly pay periods

Nurse Manager Qualifications and Skills

Required Qualifications:

- Active and unencumbered RN license
- MSN required, [DNP](#) preferred
- 2+ years of bedside experience
- 3+ years of nursing leadership experience
- Strong communication, mentorship, and conflict resolution skills

Preferred Qualifications:

- Certified Nurse Executive ([NE-BC](#))
- Previous leadership experience as a charge nurse, team lead, or resource team nurse

Call to Action

Ready to take the next step in your nursing leadership career? Click the “Apply Now” button to begin your application. The entire process takes less than 10 minutes. Feel free to reach out to our human resources department at [*facility phone number*] with any questions. We look forward to seeing your application!