

# Nurse Manager

At [facility name], we're seeking an experienced nurse manager to provide support and leadership to our trauma intensive care unit (TICU).

Our mission is to deliver safe, compassionate, and high-quality patient care. We recognize that clinical excellence depends on effective nursing engagement, development, and staff satisfaction. That's why our leadership team is made up of the best educators and mentors in Oregon, and why our facility has been named the Pacific Northwest's "Best Place to Be A Nurse" for the last three years running.

In this role, you will manage the TICU unit budget, organize employee schedules, and lead evidence-based practice projects that support our facility goals. While the position doesn't include direct patient care responsibilities, your presence on the unit ensures visible, accessible leadership to RNs, LPNs, and CNAs working within TICU.

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 \$100,000 - \$105,000, 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

## Ready to Elevate Your Leadership Career?

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!