

SOUTHWEST HEALTHCARE SERVICES

Bowman, North Dakota | Critical Access Hospital and Long-Term Care

LEADERSHIP OPPORTUNITY

ASSISTANT DIRECTOR OF NURSING (ADON)

COMPENSATION

\$47.00 / HOUR

FULL-TIME NURSING LEADERSHIP

90 DAYS OF FREE HOUSING

Helping make relocation and the transition to Bowman as stress-free as possible.

POSITION OVERVIEW

Support the Director of Nursing in managing clinical operations, supervising nursing staff, and ensuring high-quality resident care and regulatory compliance. The role includes scheduling, clinical leadership, staff education, care coordination, administrative support, and infection prevention.

KEY RESPONSIBILITIES

- Clinical leadership**
Oversee daily operations, conduct rounds, and maintain regulatory compliance.
- Staff management**
Support hiring, training, scheduling, coaching, and performance management for RNs, LPNs, and CNAs.
- Staff development**
Assess competencies and educational needs; coordinate skills testing and required education.
- Resident care coordination**
Assist with care plans and address resident and family concerns.
- Administrative support**
Assist with policies, budgets, records, inspections, investigations, and quality improvement.
- Infection prevention**
Lead the infection-prevention program and reinforce a culture of safety and quality.
- Clinical resource**
Support staff decision-making and identify issues for follow-up with nursing leadership.

PROFESSIONAL STANDARDS

Maintain confidentiality; treat residents, visitors, and coworkers with respect and dignity; support the organization's mission and goals; comply with safety, attendance, orientation, in-service, and quality-improvement requirements; and promote a calm, positive, resident-centered environment.

QUALIFICATIONS

- Current RN license in good standing
- Leadership or supervisory experience preferred
- Strong communication, organization, and interpersonal skills
- Sound knowledge of clinical practice and regulatory standards

WHAT YOU'LL LEAD

- Clinical operations, rounds, and nursing staffing
- Competency, education, and skills programs
- Care coordination, infection prevention, safety, and compliance

WHY BOWMAN?

A safe, welcoming community with strong schools, affordable small-town living, and access to Medora, Theodore Roosevelt National Park, and the Black Hills.

Meaningful leadership.
Real community impact.

APPLY TODAY

Southwest Healthcare Services

802 2nd St NW
Bowman, ND 58623

701-523-2808

www.swhealthcare.net

Equal Opportunity Employer