



Washington State  
Department of Social  
& Health Services

*Transforming lives*

***Behavioral Health Administration***

# **Eastern State Hospital Chief Nursing Officer**



As a valued member of the Behavioral Health Administration executive leadership team, the Chief Nursing Officer is responsible for the overall strategic management and direction of the nursing department at Eastern State Hospital reporting directly to the Chief Executive Officer.

**SALARY RANGE**

\$130,000 - \$170,000 annually





# Department of Social and Health Services

*Our Mission is "Transforming Lives"*

The Department of Social and Health Services celebrated its Golden Anniversary in 2020, marking 50 years as Washington's largest state agency. DSHS employs over 15,000 people, has a biennial operating budget of \$16.7 billion and provides critical services for nearly 2 million Washingtonians. DSHS contracts with over 80,000 local government, private and nonprofit contractors to deliver these services, and operates over 140 field offices and 12 state-run facilities throughout Washington.

DSHS provides and coordinates crucial services for individuals and families who are most in need of help weathering life's storms. Statewide, DSHS administers programs such as food and cash assistance, long-term care, services for people with intellectual and developmental disabilities, and mental health treatment for people in state-operated psychiatric hospitals as well as those with criminal justice involvement waiting to receive competency evaluation and restoration services. DSHS serves nearly 30% of all Washington households, and nearly one-third of all services are delivered to children.



## OUR VALUES ARE:

**Honesty and Integrity:** Leadership and service require a clear moral compass.

**Pursuit of Excellence:** It is not enough to get the job done, we must always challenge ourselves to do it better.

**Open Communication:** Excellence requires teamwork and a strong team is seen, heard and feels free to contribute.

**Diversity and Inclusion:** Only by including all perspectives are we at our best and only through cultural competency can we optimally serve our clients.

**Commitment to Service:** Our challenges will always exceed our financial resources, our commitment to service must see us through.



## OUR AGENCY IS GUIDED BY SIX STRATEGIC PRIORITIES

*Each priority is a critical pillar to transforming lives.*

DSHS works with individuals of all cultures, abilities and identities. We believe each person we serve deserves to feel welcomed and accepted when accessing our services. Our agency is organized into five direct service administrations and two support areas:

- Aging and Long-Term Support Administration
- Behavioral Health Administration
- Developmental Disabilities Administration
- Division of Vocational Rehabilitation
- Economic Services Administration
- Facilities, Finance and Analytics Administration
- Office of the Secretary

## Guide to our administrations

(showing size and scope of work)

As a department we are tied together by a single mission: *to transform lives.*

Each administration within DSHS has a refined focus on this mission.

NUMBER OF DSHS STAFF

**15,000+**

NUMBER OF DSHS CLIENTS

**1,826,015**

### FACILITIES, FINANCE AND ANALYTICS

STAFF  
**924**

### BEHAVIORAL HEALTH ADMINISTRATION

STAFF CLIENTS  
**3,862 2,891**

### DIVISION OF VOCATIONAL REHABILITATION

STAFF CLIENTS  
**310 20,665**

### ECONOMIC SERVICES ADMINISTRATION

STAFF CLIENTS  
**3,732 1,746,741**

### DEVELOPMENTAL DISABILITIES ADMINISTRATION

STAFF CLIENTS  
**3,750 64,130**

### AGING AND LONG-TERM SUPPORT ADMINISTRATION

STAFF CLIENTS  
**2,253 92,643**

### OFFICE OF THE SECRETARY

STAFF  
**461**

#### DEVELOPMENTAL DISABILITIES ADMINISTRATION

Supports people with intellectual and/or developmental disabilities and their families to get services and supports based on need and choice.

#### FACILITIES, FINANCE AND ANALYTICS

Provides the necessary stewardship of the department's physical, financial and intellectual resources by safeguarding the resources needed to care for and support our clients.

#### BEHAVIORAL HEALTH ADMINISTRATION

Supports sustainable recovery, independence and wellness through funding and delivering effective prevention, intervention and treatment services for youth and adults with mental health conditions and their families.

#### DIVISION OF VOCATIONAL REHABILITATION

Provides unemployment services and counseling to individuals with disabilities who want to work but experience barriers due to physical, sensory and/or mental disability.

#### ECONOMIC SERVICES ADMINISTRATION

Works to build a Washington without poverty and injustice by helping children, adults, and families weather the storms of life through various programs. A national leader in providing poverty reduction services to nearly 1.8 million people in our state. We provide tools and resources to build well-being including cash grants, food and medical assistance, employment-focused services, refugee assistance, disability determinations and child support collection.

#### AGING AND LONG-TERM SUPPORT ADMINISTRATION

Supports seniors and people with disabilities living with good health, independence, dignity, and control over decisions that affect their lives.

#### OFFICE OF THE SECRETARY

Supports the success of all programs within the agency through technology services, human resources, equity, diversity, and inclusion, Indian policy, communications, innovation and strategy, public records requests and many more critical central services.

## We stand as an anti-racist agency

At DSHS, it is our social responsibility to dismantle structural racism wherever it presents itself in our work, for staff and clients.

Our staff have already propelled the agency's equity, diversity and inclusion efforts in motion. We build on this work through a three-year anti-racism action plan that will shape our budget, leadership diversity, training and culture.



## ■ BEHAVIORAL HEALTH ADMINISTRATION

The Department of Social and Health Services' (DSHS) Behavioral Health Administration (BHA) transforms lives by supporting sustainable recovery, independence and wellness. We do this through supporting effective prevention and intervention services for youth and families as well as treatment and recovery services for people with addiction and behavioral health needs. BHA operates three state psychiatric hospitals, the Special Commitment Center, and the Office of Forensic Mental Health Services that deliver high-quality services to adults and children with complex needs.

BIENNIAL (TWO-YEAR) BUDGET

**\$1.2 billion**

TOTAL EMPLOYEES

**3,500+**

## ■ EASTERN STATE HOSPITAL

Established in 1891, Eastern State Hospital (ESH) is a 367-bed adult inpatient psychiatric hospital located 20 miles southwest of Spokane in the city of Medical Lake, Washington. The hospital provides evaluations, competency restoration, and inpatient treatment for individuals with serious or long-term mental illness from 20 counties in Eastern Washington.

Eastern State Hospital is certified by the Centers for Medicare and Medicaid Services, and accredited by The Joint Commission (TJC) - an independent, not-for-profit organization that accredits and certifies nearly 22,000 health care organizations and programs in the United States. TJC accreditation is recognized nationwide as a symbol of quality that reflects an organization's commitment to meeting patient care and safety goals, and quality standards.

As a DSHS employee at Eastern State Hospital (ESH), you can be part of a team that transforms the lives of the people we serve by providing an integrated care approach – medical, behavioral, and social. Our therapeutic practice is evidence-based and person-centered empowering patients to become active participants in their journey toward recovery.

ESH acknowledges the diversity of all, and continues our commitment toward the implementation of equity, diversity and inclusion initiatives in support of organizational and individual continuous improvement.

## ■ WASHINGTON THE EVERGREEN STATE

**Washington state** consistently ranks among the best states to live in the nation. Nestled in the upper left-hand corner of the Pacific Northwest, our region offers a multitude of year-round indoor and outdoor activities. We have lakes, rivers, the Pacific Ocean, ancient forests, majestic mountains and rolling prairies that are home to some of the best geology, geography and agriculture in the world. We have opportunities for boating, fishing, clamming, hiking, camping, crabbing and winter sports, and are home to world-class amateur and professional sports teams, including the newest National Hockey League franchise. Washington

residents also enjoy a broad spectrum of cultural activities, including several symphony orchestras, theatres, art and history museums as well as rich and renowned dining experiences.

Spokane is Eastern Washington's largest metropolitan center and is the second largest city in the state. Located along the Spokane River, the city lies only 20 miles from the Washington-Idaho border and about 280 miles east of Seattle. Spokane is the economic and cultural center of this regional metropolitan area. The affordable cost of living, quality school systems and vibrant arts and culture scene are just a few of the characteristics that entice new residents.

### MISSION:

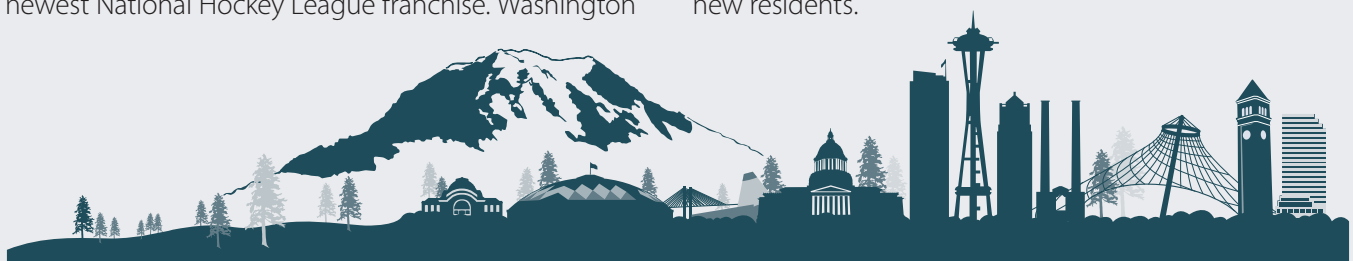
To transform lives through dedication to the wellness of individuals, their families and the community through behavioral health intervention, treatment and education.

### VISION:

People are healthy because we provide safe treatment and recovery resources. Communities are safe because of the services we provide. People in our care and custody are safe and supported. Taxpayer resources are guarded.

### VALUES:

Compassion and Hope  
Safety and Concern for Others  
Teamwork and Stewardship  
Transparency, Integrity and Respect  
Quality and Innovation







## ■ THE OPPORTUNITY

Guided by the Department of Social and Health Services mission to transform lives, the Chief Nursing Officer leads the delivery of high quality, safe and appropriate nursing care at Eastern State Hospital, which provide services that empower individuals, instill hope and supports self-discovery and independence.

As a valued member of the Behavioral Health Administration executive leadership team, you will be responsible for the overall strategic management and direction of the nursing department at ESH reporting directly to the Chief Executive Officer. In this role, you will work to create an environment that supports innovative patient care delivery through collaboration and communication with other leadership team members.

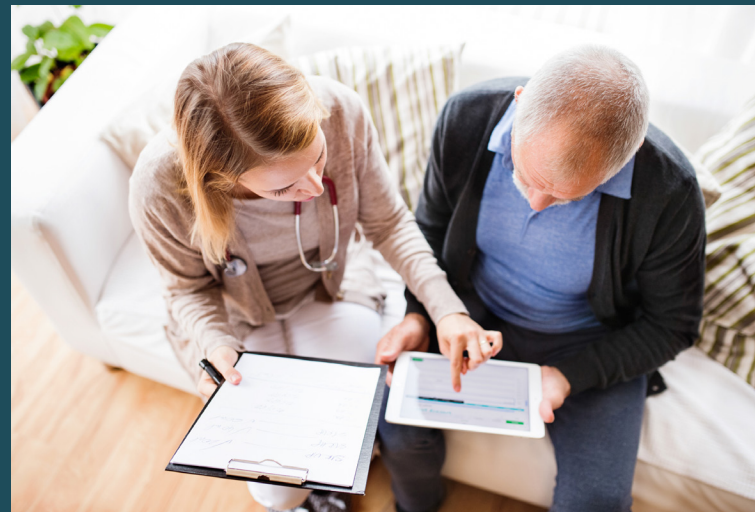
## ■ PRIMARY PRIORITIES

- Establish and enforce policies within the Nursing Department to meet The Joint Commission (TJC), Centers for Medicare and Medicaid Services (CMS), Department of Health standards, and community psychiatric nursing standards
- Develop and direct the implementation of patient care standards
- Efficiently allocate nursing staff resources to allow for implementation of interdisciplinary therapeutic programs for patients
- Serve as a nursing consultant to the Chief Executive Officer and Medical Director in both clinical and administrative arenas

## ■ EDUCATION AND EXPERIENCE

- Licensed Registered Nurse and five years of leadership and management experience in a nursing administrative role
- A master's degree in nursing and previous psychiatric nursing experience is preferred
- Five years of experience in an inpatient psychiatric facility including supervisory responsibility and experience with labor unions may substitute for the master's degree in nursing

- Coordinate nursing services
- Provide staff training to correct deficiencies, maintain competency, and develop staff
- Direct the provision of hospital wide nursing care that expedites the discharge of patients
- Create an environment that supports organizational change and fosters effective working relationships





## ■ COMPENSATION AND BENEFITS

The annual salary range for the Chief Nursing Officer is \$130,000- \$170,000. In addition, the Department of Social and Health Services offers a generous Executive Management benefit package that includes:

- **Retirement and Deferred Compensation** – We help you prepare for life after your career by offering an excellent retirement plan, which includes employer contributions. In addition, you may participate in the Deferred Compensation Program for a tax-deferred retirement investment.
- **Medical, Dental and Vision Insurance** – you and your family can choose from several medical and dental plans. The state's employee premiums make high-quality medical coverage affordable, and the state pays 100% of employees' dental premiums.
- **Life and Long-term Disability Insurance** – basic life and long-term disability insurance at no cost to you, with the option to purchase additional supplemental insurance coverage with very low premiums.
- **Annual Leave** – 14-25 days of vacation per year.
- **Holidays** – 11 paid holidays.
- **Sick Leave** – 12 days per year.
- **Relocation Assistance**

### For additional information or questions contact

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## ■ APPLICATION AND PROCESS

Our preference is to hire the Chief Nursing Officer no later than April 2022.

Applicant material received by January 24th, 2022 will be given guaranteed consideration. Applicants deemed to have the most relevant demonstrated experience will be contacted for further interview and selection.

To be considered, please submit a chronological resume and cover letter describing your interest and experience related to this job to [Jourdan.Kovacs@dshs.wa.gov](mailto:Jourdan.Kovacs@dshs.wa.gov) or apply directly to: [www.careers.wa.gov](http://www.careers.wa.gov) (#2021-14737).



Per Governor Inslee's [Proclamation 21-14 \(Download PDF reader\)](#) state employees must be fully vaccinated. Your vaccine status will be verified. Please note medical or religious accommodation may be available, once an offer of employment is made.

