



Healthcare For Everyone
740-399-8008

Chief Nursing Officer (CNO) – Knox County Community Health Center (KCCHC)

Location: Mount Vernon (Knox County) Ohio, USA

Job Type: Full-Time, 30-40 hours/week, Executive Leadership

Reports to: Director of Clinical Services

Overview:

Knox County Community Health Center (KCCHC) is seeking a visionary and experienced Chief Nursing Officer to lead our medical team. KCCHC is located in semi-rural Knox County, offering the unique opportunity to address healthcare disparities in a designated health professional shortage area, while being close to larger metropolitan centers. Our mission is to improve the overall health of the community by providing accessible, high-quality care to underserved populations, particularly in areas with limited access to primary medical, dental, and behavioral health services. As a Public Entity, Co-Applicant Federally Qualified Health Center (FQHC) model, this position will also report to the Health Commissioner and assist to support the mission and vision of the health department.

As the Chief Nursing Officer, you will be responsible for driving the strategic direction of the medical clinic. You will work closely with the executive team to enhance healthcare access, improve patient outcomes, and ensure financial sustainability. Your leadership will shape the future of the organization as we continue to expand our services and meet the evolving healthcare needs of Knox County.

Key Responsibilities:

- **Clinical Leadership & Oversight**
 - Provides strategic direction and daily oversight for Advanced Practice Providers.
 - Ensures Nurse Practitioner (NP) care aligns with the FQHC's mission of delivering high-quality, culturally competent, and patient-centered care.
- **Quality Improvement & Risk Management**
 - Leads and supports clinical quality improvement initiatives using data-driven tools (e.g., PDSA, Root Cause Analysis).
 - Collaborate with staff to implement evidence-based practices and ensure continuous improvement in patient outcomes and experience.
 - Actively participates in QI committee meetings and subgroups to align nursing practices with performance metrics and HRSA compliance.
- **Regulatory Compliance**
 - Ensures all Nurse Practitioner services comply with federal, state, and local laws and regulations, including HRSA, PCMH, HIPAA, OSHA, CLIA, Ohio Pharmacy Board, and scope-of-practice standards.
 - Assists with policy development, audits, and readiness for accreditation or site visits.

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740-399-8008

- **Staff Development & Supervision**
 - Trains and retains a skilled and diverse NP workforce.
 - Conducts performance evaluations, sets clear expectations, and provides coaching and professional development.
 - Encourages staff engagement, accountability, and collaboration across clinical teams.
- **Patient Access & Workflow Efficiency**
 - Monitors staffing models to ensure timely patient access and care delivery.
 - Supports efficient clinical workflows that enhance productivity while maintaining high standards of care.
- **Interdisciplinary Collaboration**
 - Works closely with the Chief Medical Officer, Clinical Director, behavioral health, dental, and administrative teams to ensure integrated care delivery.
 - Coordinates with operations, compliance, and health IT to support clinical initiatives and service line expansion.
- **Program Development & Strategic Planning**
 - Assists in designing and implementing new clinical programs based on community health needs and funding opportunities.
 - Contributes to annual strategic planning, budgeting, and reporting aligned with UDS, Value Based Care, and grant performance measures.
- **Health Equity & Community Impact**
 - Advocates for equitable care, addressing health disparities in underserved populations.
 - Supports culturally competent care through staff training and community partnerships.
- **Data and Performance Monitoring**
 - Uses clinical data to monitor care quality, safety, and outcomes.
 - Reviews and responds to UDS measures, HEDIS benchmarks, and value-based care reporting requirements.
- **Other Duties**
 - Participates in emergency preparedness and infection control planning.
 - Performs other leadership functions assigned to support the mission and goals of the health center.

Qualifications:

- **Medical Credentials:**
 - Completion of accredited Advanced Practice Registered Nurse training program, and current license as an APRN in the State of Ohio.
 - Master's degree in nursing is required.
 - Master's degree in nursing with emphasis on Health Care Administration, or related master's degree is preferred.

Healthcare For Everyone

740-399-8008

- **Management Experience:** A minimum of 5 years of progressively responsible management experience in the health care industry, preferably in an outpatient or FQHC setting.
- **Interpersonal Skills:** Must have excellent interpersonal skills and empathy towards patients and staff, critical thinking skills, ability to handle stressful situations, capacity to function independently, and ability to document meticulously.
- **Healthcare Program Knowledge:** Knowledge of managed care and health plan requirements for Medicaid and Medicare.
- **Leadership:** Ability to manage and supervise various positions and relate well to people from diverse ethnic and cultural backgrounds, as well as having a passion for working with at-risk, culturally diverse populations.
- **Technical and Analytical Skills:** Basic understanding of information technology and ability to organize, analyze and synthesize complex data from various sources.
- **Process Improvement Expertise:** Able to adapt process improvement in accordance with organization objectives. Experience and/or good working knowledge of Six Sigma, Lean, etc. a plus.
- **Communication:** Strong interpersonal and communication skills, with the ability to engage stakeholders at all levels, including patients, staff, community partners, and the Board of Directors.
- **Regulatory Knowledge:** Comprehensive understanding of federal and state healthcare regulations, including HRSA, HIPAA, OSHA, CLIA, FQHC requirements, and quality standards for medical services.
- **Mission-Driven:** A passion for providing accessible, high-quality care to underserved populations and a commitment to addressing healthcare disparities.
- **Other Requirements:**
 - Valid Ohio Driver's License
 - Auto insurance (Bodily injury, one person \$100,000/Bodily injury, accidental \$300,000/Property damage \$100,000)
 - CPR certification

Preferred Skills:

- Knowledge of electronic health record (EHR) systems and healthcare technology
- Experience in public health advocacy and policy
- Knowledge of FQHCs or Community Health Centers
- Knowledge of Public Entity, Co-Applicant FQHC model

Compensation & Benefits:

- Competitive salary commensurate with experience
- Comprehensive benefits package including medical, dental, and vision
- Paid holidays, vacation, sick time, personal leave and retirement
- Public Servant Loan Forgiveness (PSLF)
- National Health Service Corp Loan Repayment Program
- Opportunities for professional growth and development



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Application Process:

If you are looking to make a change in the direction of your career and enjoy working in a fast-paced environment while keeping the standards of output efficient and on task, submit your resume and application through our website at <https://www.knoxhealth.com/index.php/administration/human-resources>. Position open until it is filled.

KCCHC is an equal opportunity employer. We welcome candidates from all backgrounds who are dedicated to improving the health and well-being of our community.

This job posting is intended to convey information essential to understanding the requirements and responsibilities of the position. Management reserves the right to modify job duties or descriptions at any time.

THIS IS NOT A REMOTE OR WORK FROM HOME POSITION