

Administrator – Island Nursing Home and Care Center

The Board of Directors of Island Nursing Home and Care Center (INH), an innovative nonprofit nursing home in beautiful Deer Isle, Maine, announces the search for our next Administrator. As one of only a handful of nonprofit nursing homes in Maine, we are seeking a proven leader and skilled manager who will thrive in our community and relish the opportunity to lead an experienced staff team and work with an engaged board of directors free from the constraints of a for-profit corporate structure.

Background and Overview

Established in 1983 by community members who wanted to keep their aging family, friends and neighbors close to home, today INH serves 70 residents—38 in nursing (including a small number in skilled nursing) and 32 in residential care—most of whom come from the island or nearby communities. A long-time and highly experienced management team has created an environment where care is tailored to the unique needs of our residents and where independence and dignity are priorities.

With 95 employees, INH is the largest employer on Deer Isle and one of the largest employers in Hancock County. More than a quarter of the staff has worked at INH for more than a decade, and there are several who have been with the organization since its founding. Together they offer residential care, long-term care, skilled nursing, hospice, activities for residents, and the first Namaste program in Maine (visual, auditory, and physical stimulation for residents with dementia).

Community engagement is part of everyday life at INH, and it is an expectation for our Administrator. We want an Administrator who truly wants to get to know each of our residents and their families and who wants to be part of a community that cares deeply for the home we've created here. We believe that the sense of shared ownership that our community feels for INH is unlike that of any nursing home facility anywhere.

INH also benefits from the engagement of an active board of directors whose members appreciate the role they can play in supporting a successful nonprofit. In October of 2015, the board launched a \$2 million capital campaign to fund renovations that will allow us to enhance our residents' quality of life and significantly improve our ability to serve them. Work is currently scheduled to begin in 2017.

INH's mission is: to provide the highest level of innovative and quality healthcare to an aging population while maintaining community relations and honoring our core values of care, compassion, and service.

More details about INH can be found at www.islandnursinghome.org. Information about the beautiful communities of Deer Isle and Stonington can be found at www.deerisle.com, www.stoningtonmaine.org and you'll find highlights about the Blue Hill Peninsula at www.bluehillpeninsula.org.

Priorities for the Future

The INH Board of Directors has identified the following priorities as we look to the future:

- The reality of healthcare delivery in a long-term care facility today requires an integrated EMR system that provides real-time documentation and the ability to maximize reimbursement. INH is not only eager to fully implement our EMR system and maximize this resource, but we want to ensure that we are constantly exploring how technology can be used to support the highest quality care for our residents.
- We are eager to start construction and engage in renovations and currently anticipate a start date in the spring of 2017. We know we need to manage this exciting project while still ensuring the highest quality of care and experience for our residents throughout the duration of the project and during the transition into the new space.
- Demographically, INH is located in one of the oldest counties of the oldest state, so we are acutely aware of both our own aging workforce and the challenge of attracting new employees. As the largest employer on Deer Isle, INH has an opportunity to play a leadership role in developing innovative strategies to develop a workforce for the future.
- Increased competition from other long term care facilities, aging-in-place efforts, and the evolving expectations of our current and future residents make us keenly aware of the need to develop and implement marketing strategies that attract new residents and ensure a sustainable census.
- Ultimately, our vision is to be a five-star nursing home recognized for the care we provide, the environment we foster, and the employees we attract and retain.

Position Requirements

- Multi-level licensed nursing home administrator with a BA or BS in a relevant field;
- Knowledge of and special sensitivity to the needs of the aging;
- 5-10 years of significant management experience in a healthcare setting;
- Knowledge of reimbursement and regulatory systems, experience in financial and budget management, and comfort in the management of healthcare technology;
- Strong ability to communicate: verbal, non-verbal, and listening skills with residents, family members, volunteers, community members, and staff; and
- The highest level of recommendations from references and peers.

Compensation

The salary for this position is **highly** competitive with Administrator salaries throughout New England and includes a comprehensive benefits package. Specifics are available upon request.

This position reports directly to the INH Board of Directors. The successful candidate can expect a formal review after six months as well as an annual review.

To Apply

Interested candidates should send a cover letter and résumé to Starboard Leadership Consulting at the following address: search4@starboardleadership.com. Paper copies may be sent to Lisa Belyea, Starboard Leadership Consulting, 84 Harlow St., Bangor, ME 04401, but electronic submissions of material are preferred. No phone inquiries, please. Review of applications will be conducted on a rolling basis with the final deadline for receipt of all application materials on July 15, 2016.