Job Title: Resident Care Director
Location: Windrose at Weymouth - Weymouth, MA 02190
Hours: Full Time
Pay Rate: Starting at $100,000. Yearly Salary

Job Summary:
The Resident Care Director is responsible for evaluating and assessing the general health functioning of all residents, and designing and revises as needed the care plan for each resident. This position ensures compliance with all applicable regulations and standards set forth by Elder Affairs.

Duties and Responsibilities:
The following essential functions are the fundamental job duties of the position to be completed with or without appropriate reasonable accommodation.

- Identify and assess the clinical status of potential residents.
- Secure a statement from resident's primary care physician indicating any
- Physical or emotional limitations, and certify that the resident is appropriate for the community.
- Supervising the medication program and assisting the residents with self-administration of their medication.
- Assist residents with Activities of Daily Living and Independent with Activities of Daily Living as needed.
- Maintain positive relations with residents, families and physicians.
- Report any significant incidents and/or changes in the residents needs to the Executive Director.
- Completion of resident assessments and services plans per EOEA Regulations
- Training of assisted living staff and participates in orientation of new staff.
- Attend and participates in scheduled in-service programs, training programs and staff meetings.
- Maintain scheduling and staffing of Resident Care Assistants and Nurses.
- Oversee and manage the Resident Care Assistants and Nursing teams.
- May perform other duties as assigned.

Minimum Qualifications:

- Registered Nurse with a current license in good standing.
- Certification or licensed per state guidelines.
- Experience with Dementia services and dementia related behaviors
- Able to apply common sense understanding to carry out detailed but uninvolved written or oral instructions. Able to deal with problems involving a few concrete variables in standardized situations.
- Able to work various schedules and shifts as needed.

Required Behavior:

- Appearance is neat, clean, and according to dress code.
- Able to demonstrate a high level of service delivery; does what is necessary to ensure customer satisfaction; deals with service failures and prioritizes customer needs.
- Able to clearly present information through the spoken word; reads and interprets complex information; talks with residents, family members and customers; listens well.
- Able to communicate with others in a warm and helpful manner while simultaneously building credibility and rapport.
- Able to work cooperatively with a group of people to achieve goals and objectives.
- Able to be tactful; maintains confidences, and fosters an ethical work environment; prevents inappropriate behavior by coworkers; gives proper credit to others; handles all situations honestly.
- Able to keep an open mind and change opinions on the basis of new information; performs a variety tasks and changes focus quickly as demands change; manages transitions effectively from task to task; adapts to varying customer needs.

Physical Demands:

- Physically able to move at least 50 lbs. without assistance.
- Physically able to bend, reach, and work in small areas.
- Physically able to push and pull equipment and furnishings.
- Physically able to stand for long periods of time.

Benefits:

Full time position offers a competitive benefit program to include Medical, Dental, Vision, Health FSA, Dependent Care FSA, Short-Term Disability, Long Term Disability, Life Insurance, Home and Auto Discount program, Vendor Discount Program, 401(k) with matching contribution, Accrued Vacation, Sick, and Personal time and Paid Holiday Benefit. Employee referral bonus, and resident referral bonus.

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