

Exhibit 9

**Current RT
Managerial/Supervisory/
Teaching Positions**



what:

Respiratory Therapy Managers

job title, keywords or company

where:

Alabama

city, state, or zip

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Director of Respiratory Services Relocation & Sign on Bonus

United Pro Search - Birmingham, AL

A Progressive hospital locate a short drive from Birmingham seeking a Respiratory Services Director

Job Summary:

The Director of Respiratory Services/CPAP Care/Sleep Center has 24 hour responsibility for assigned areas. The Director plans, organizes, coordinates and manages departmental functions; accomplishing desired outcomes in collaboration with peers and leadership while partnering with medical directors and staff. The Director evaluates the patient care experience and implements change and practice advances in

Respiratory Care.

Job Duties:

- Establish and implement respiratory therapy services operational strategies by evaluating trends; establishing critical measurements and best practices; managing productivity, quality, and customer-service; designing systems and process improvements; resolves problems through critical thinking.
- Manages Respiratory billing and charges processes to assure continued regulatory compliance.
- Creates a high performance, patient focused team by determining and holding staff accountable through communication, training, coaching, and counseling.
- Develops respiratory students/therapists for job responsibilities by providing educational curriculum; coordinating clinical rotations and evaluating student performance.
- Develops respiratory therapy services organizational strategies by contributing information, analysis, and recommendations to strategic thinking and direction; establishing functional objectives in line with organizational objectives.
- Completes internal/external projects by serving on committees, and identifying and implementing new technology and resources; redesigning systems.
- Maintains legal and accreditation compliance with federal, state, and local regulations, and Joint Commission standards; anticipates emerging issues.
- Enhances respiratory therapy services and hospital reputation and explores opportunities to add and develop organizational accomplishments.

Qualifications:

- Experience: Five years' experience in respiratory services with a minimum of three years in management. Comprehensive knowledge of Respiratory billing and charges required. Sleep, CPAP experience preferred.
- Education: Minimum Bachelor's degree in Respiratory Therapy or Administration.
- Licenses/Certification: Registered Respiratory Therapist (RRT) by the National Board for Respiratory Care required. AL state licensure, BCLS and ACLS certifications required. ACLS instructor-level preferred.

Additional This position is open because previous RSD is now at another hospital... They had moved Respiratory under one of their current nursing directors with managers of CPAP and Sleep. Client has since decided to go back to the way it was before...with a Respiratory Services Director being over Respiratory, Sleep Center and CPAP Care Center.

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Director of Respiratory & Pulmonary Services

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Job Title: **Manager of Respiratory Care Services**

Job ID: DH-993397

City: Douglasville, GA

Facility: Douglas Hospital

Employment Type: Regular

Full/Part Time: Full-Time

Shift: Days

Department: Respiratory Care Services

Description:

WellStar Named on the 2014 FORTUNE 100 Best Companies to Work For® List

At WellStar we deliver world-class healthcare. Over 11,000 individuals work together to meet health demands and needs. To deliver world-class healthcare, we equip our facilities and team members with the best technology, resources, and education. We seek to improve the way we deliver care knowing each day holds more miracles, more life, more chances, more compassion, and more opportunities.

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Our Manager of Respiratory Cares manages all aspects of the Clinical Operations of the department including but not limited to:

- Budget preparation
- Long and Short term planning and implementation of projects
- Attendance and participation in multidisciplinary teams
- Staff development
- Medication administration
- Program development

- Initiation of Strategic plans
- Performance Improvement monitoring
- Customer service initiatives

Responsible for communicating leadership initiatives with staff and maintaining positive relationships within the department and with medical staff.

Required Minimum Education:

Graduate of an AMA approved training program in Respiratory Therapy or Cardiopulmonary Sciences, Bachelors of Science Degree required
NBRC credentialed as advanced level RRT
Georgia license

Required Minimum Experience:

Minimum of eight years of healthcare related experience
Minimum of three years supervisory/ management experience

Required Minimum Certification:

BLS and ACLS certifications required
NRP and PALs preferred
CPFT, RPFT, preferred
Active member of the AARC

Required Minimum Skills:

Leadership skills; including problem solving and resolution, positive customer service/interpersonal relationships, ability to analyze data and arrive at conclusions, exhibit critical thinking skills, exceptional written and verbal interactions, ability to lead a group and develop educational presentations, strong computer skills.

WellStar is a shining example of what happens when talented and passionate people dedicate themselves to making a difference in the communities we serve. Every time we treat, heal, and encourage a patient toward wellness, we achieve our mission and realize our vision.

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Manager of Respiratory Therapy (Plano)


Job ID#: 196602_1

Professional

Plano, TX

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Description

Manager of Respiratory Therapy

The Manager of Respiratory Therapy coordinates and supervises the activities of individuals engaged in providing treatment. Develops policies, procedures and budgets relating to the department. Develops departmental goals in consultation with the Director; develops, obtains approval of and implements policies and procedures to achieve agreed upon goals; updates policies and procedures periodically. Prepares budget recommendations; maintains expenditures within the approved budget. Interviews, hires, trains, counsels, evaluates, and, if necessary, terminates subordinate personnel. Evaluates the quality of Respiratory Care provided taking corrective action as needed. Plans and coordinates work methods, utilization of space, equipment and quality patient care work schedules. Orders supplies and initiates equipment repair requests. Facilitates in-service education programs to keep department employees abreast of changes and/or new techniques in Respiratory Care. Communicates with internal departments to share information, coordinates services provided and resolves problems; communicates with Sales Representatives to research and evaluate new products and equipment for recommendation.

Other Details:

Full time, Days

The Heart Hospital Baylor Plano

Plano, TX

Qualifications

- * Graduate of a 2 or 4 year respiratory program from an accredited school
- * Associate's degree required, Bachelor's degree preferred.

- * Must be registered by the National Board for Respiratory Care and licensed to practice by the State of Texas
- * Registered Respiratory Therapist credential required.
- * Current BLS required
- * 2 + years professional experience in respiratory therapy required.
- * 2 + years professional experience in a supervisory or above role within respiratory therapy preferred.

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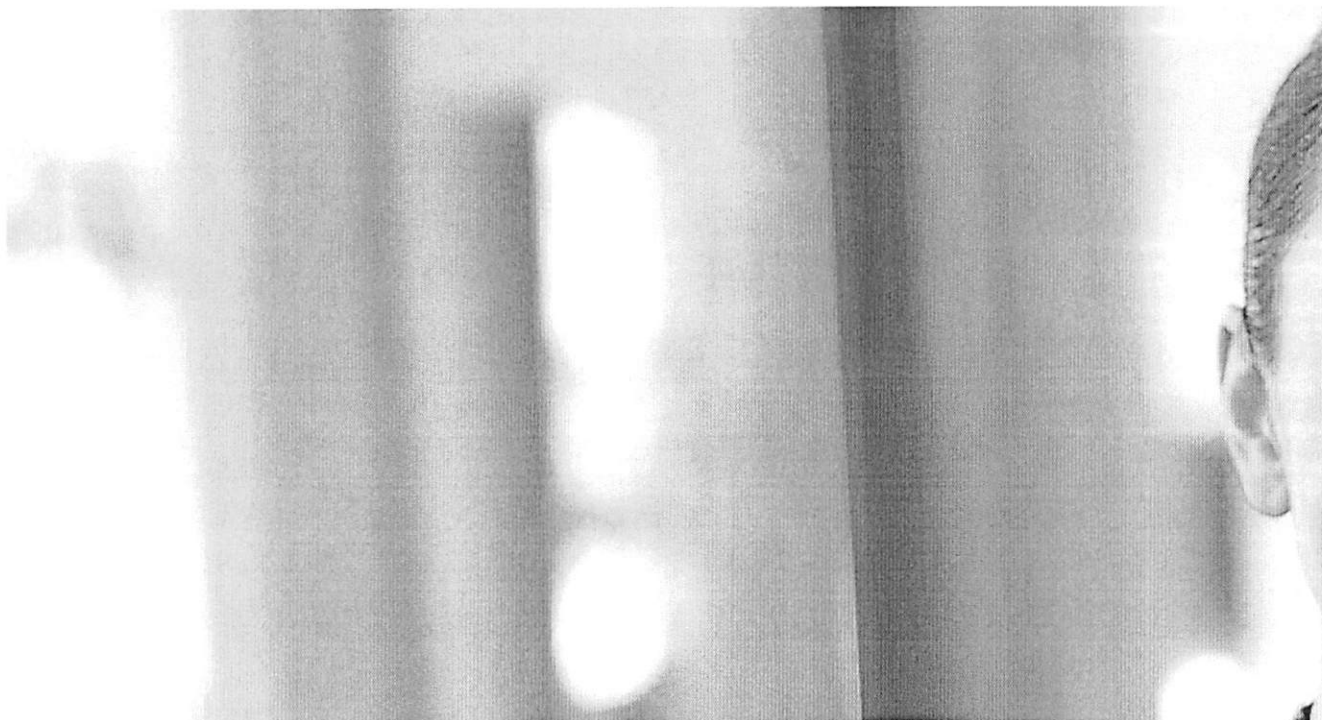


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We are an equal opportunity employer committed to ensuring a diverse workforce. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law. To view the most recent EEO is the Law Poster, [click here](#).

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Manager, Cardiopulmonary Services (RRT/RCP)

LOCATION: Methodist Hospital of Sacramento

DEPARTMENT: Respiratory Therapy

SHIFT: 8HOUR, Day

EMPLOYMENT TYPE: Full Time

HRS PER PAY PERIOD: 80

JOB ID: 1600001384

Position Purpose: This position reports to the Vice President Operations. This position is accountable for ensuring the coordination/provision and delivery of high quality Cardiopulmonary Services at Methodist Hospital of Sacramento including: Respiratory Therapy Department, Pulmonary Function and Arterial Blood Gas Lab, Electrocardiology Department, Non-Invasive Cardiology Department, and Neurodiagnostic Services Department.

Position Scope: Cardiopulmonary Services is comprised of sub-departments: Respiratory Care, Pulmonary Function Lab, Arterial Blood Gas Lab, Electrocardiology Department, Non-invasive Cardiology Department and Neurodiagnostic Services Department. The staff provides a variety of therapeutic, diagnostic and resource services in their specific area of specialization to inpatients and outpatients of all ages. This position is responsible for overseeing the daily functions of Cardiopulmonary Services in a cost-effective manner while providing quality care on the operational level. The incumbent must be knowledgeable of standards and procedures mandated by State, the Joint Commission and other accreditation agencies in order to keep the departments in compliance. The incumbent is required to remain current in changes and advancements in Cardiopulmonary technology in order to act as a resource in therapeutic modalities, make decisions on supply and equipment expenditures and plan department service and program operational changes. The incumbent is expected to collaborate and work closely with other Cardiopulmonary Services managers throughout the region to work toward best practices as well as equipment and supply standardization. Positions reporting to this title include but not limited to RT Specialist, practitioners, technicians, and clerical.

Major Challenges: The most complex challenge for this position is the motivation and supervision of staff in performing Respiratory Care services in the most efficient, fiscally sound way possible while providing quality care. The incumbent will be challenged to collaborate with peers, employees and physicians to adopt best practices within Dignity Health Sacramento utilizing continuous quality improvement techniques. These challenges will be met through leadership and the support of the department vision and mission consistent with the Mission and Philosophy of Dignity Health. Other challenges include maintaining effective lateral and vertical communication with a large and diverse staff. Also challenging the incumbent is to fully integrate Cardiopulmonary Services into care management through clinical and operational benchmarking.

Freedom to Act: This position has the accountability and authority to approve operational purchases up to \$1,000.00 standing purchase orders up to \$5,000.00 per year and continuing education programs for staff. Mediate and resolve department conflicts; coordinate scheduling of staffing levels; evaluate performance of subordinates; and effectively hire, counsel and terminate exempt and non-exempt employees as appropriate, according to policy. Decisions referred to the Director of Operations include purchases in excess of \$1,000.00 and standing purchase orders in excess of \$5,000.00. This position coordinates care management with other service line directors for the region. The incumbent is also responsible for providing services within budget and productivity guidelines to meet the needs of Methodist hospital. This responsibility includes working with consultants to formulate action plans to meet the financial challenges of the organization.

Requirements:

- Min. of 5 years of current progressive management experience in a similar size and complexity healthcare diagnostic/therapeutic setting.
- Bachelors Degree in Management, Health Sciences or a related field or an equivalent in management work experience.
- Masters Degree in health related field preferred, but not required

- Working knowledge of the standards from regulatory agencies and accrediting organizations, financial management of healthcare economics.
- Operational knowledge of cardiopulmonary technologies, safety requirements and practices.
- Effective communication and problem solving techniques.
- Registered by the national Board of Respiratory Care as a Registered Respiratory Therapist (RRT);
- Licensed by the state of California as a Respiratory Care Practitioner (RCP); Completion of an AMA approved school, majoring in Respiratory Care.

About Us

Methodist Hospital of Sacramento, a Dignity Health member, is an integral part of Sacramento, California's state capital. Sacramento is a rapidly growing metropolitan area that is family-centric, culturally diverse, and offers an array of affordable housing options. Over the years, our hospitals have evolved, but our mission has remained the same – to promote healthy communities.

Be a part of our future! Located in one of the fastest-growing areas of Sacramento, Methodist Hospital serves the Sacramento southern suburbs, including Elk Grove, Laguna Creek and Galt communities. Methodist employs more than 1,300 people to serve the needs of more than 10,000 patients seen annually. Our staff enjoys a family-oriented atmosphere, diversity and a mission of caring for the poor and underserved. Methodist was built in 1973 and has a modern Family Birth Center, which includes a Level II NICU, and an expanded Emergency Department to meet the growing needs of the community. We also offer a hospital-based Bariatric Surgery program, an active Occupational and Physical Therapy Department and a nationally recognized Orthopedics Department. Learn more at www.methodistsacramento.org.

Equal Opportunity

Dignity Health is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected Veteran status. For more information about your EEO rights as an applicant, please [click here](#).

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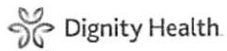
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Job Description

Job Title: Manager - Respiratory Services - Full Time/Days
Job ID: 505612
Location: AVH Hospital All Locations
Full/Part Time: Full-Time
Regular/Temporary: Regular

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Job Description

JOB SUMMARY: Responsible for the day-to-day management and coordination of all activities in the pulmonary department, ABG Laboratory , EKG and EEG department referring out of the ordinary issues to Administration. Supervises and monitors performance of the pulmonary Staff and cardiology staff with physicians, hospital staff, patients and patients' families and significant others to provide comprehensive care. Serve as the clinical resource for the staff. Ensure that optimal performance and daily clinical operations are functioning properly. Provides direct patient care as needed.

EDUCATION, EXPERIENCE, TRAINING

1. Bachelor's of Science in Respiratory Therapy preferred.
2. Current California Respiratory Care Practitioner license
3. Current Basic Life Support certificate (BCLS)
4. Current Advanced Cardiac Life Support (ACLS) preferred.
5. Current Neonatal Resuscitation Provider (NRP) preferred.
6. Current Pediatric Advanced Life Support (PALS) preferred.
7. Five (5) years of acute respiratory care experience
8. Two (2) years supervisory experience

Closing Statement

Looking for an opportunity to work in healthcare the way you always dreamed you could? At Antelope Valley Hospital, our employees are at the heart of what we do best – delivering high quality, patient-centered healthcare.

Antelope Valley Hospital, a 420 bed acute care facility, located just 60 miles north of Los Angeles, the Antelope Valley is one of Southern California's fastest growing communities. We are a *Level II Trauma Center* and *Joint Commission Primary Stroke Center Accredited*. Serving the community for over 50 years, our non-profit hospital has grown to be the preeminent healthcare facility for our district's nearly 1.2 million residents.

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[Close Window](#)**Position Information**

Job Posting Title: Respiratory Care Assistant Professor

Founded in 1955, American River College is one of the largest institutions of higher education in the Sacramento region, serving about 30,000 students each fall and spring at its main campus and centers. The college has an outstanding record for academic quality and is among the top community colleges in the state for transferring students to the University of California and California State University systems. American River College also has a strong reputation for its career programs, which include automotive/diesel technology, culinary arts, electronics, funeral service, and nursing, among others.

The Institution:

The college's mission is to ensure students identify their educational goals and needs and successfully accomplish student learning in the broad educational areas of career and technical education, developmental education, general education, and lower-division post-secondary education to achieve transfer. The college values access, benefit of education, communication, community development, diversity, employees, excellence, fiscal responsibility, innovation and risk taking, leadership, research and evaluation, student learning outcomes, sustainability, and technology.

General Responsibilities:

Position Summary:

The faculty member shall be responsible for the following: teaching assigned classes under the supervision of the area dean; helping students fulfill their maximum potential in mastering course content; assessing student learning outcomes; maintaining a thorough and up-to-date knowledge in his/her regular teaching field; continuing professional development; utilizing current technology in the performance of job duties; maintaining standards of professional conduct and ethics appropriate to the professional position; assisting with articulation and curriculum development and review; serving on college committees and participating in faculty governance including accreditation and student co-curricular activities; assuming other responsibilities as assigned by the area dean; fulfilling other duties and responsibilities of a full-time faculty as outlined in the college faculty handbook.

Additional Position Summary:

The instructional assignment may include, but is not limited to, teaching courses in:

Under the supervision of the area dean:

Assignment Responsibilities:

- Initial assignment may include, but is not limited to, teaching in both the didactic and clinical aspects of the Respiratory Care Program.
- Lecture assignment may include, but is not limited to, teaching a variety of respiratory care classes at both the beginning and advanced level.
- Clinical assignments are at off campus locations.
- Instructional responsibility is not limited to a particular assignment on a permanent basis as teachers periodically rotate between and among courses.
- Assume other duties and responsibilities as assigned.

Teaching assignment may include day, evening, on-line, hybrid, weekend, and/or off campus classes.

Additional Responsibilities:

Special Requirements:

1. Have a bachelor's degree from an accredited institution, completed by August 18, 2016, AND two years of related occupational and/or professional experience; OR, any associate degree and six years of related occupational and/or professional experience; OR, hold a California Community college Instructor's Credential in Health and Physical Care Services and Related Technologies; OR, the equivalent.*

Minimum Qualifications:

2. Must hold and maintain a current valid license as a Respiratory Care Practitioner (RCP) in the State of California.

3. Have sensitivity to and understanding of the diverse academic socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, including those with physical or learning disabilities as it relates to differences in learning styles.

*Note: Applicants applying under the "equivalent" provision must attach details and explain how their academic preparation is the equivalent of the degrees listed above.

To receive full consideration applicants applying to this Los Rios Community College District faculty position are required to complete fully and submit:

1. Los Rios Community College District Faculty Application
2. Unofficial transcripts of college/university work ** (graduate advising documents and grade reports will not be accepted as unofficial transcripts). NOTE: Los Rios employees are also required to submit unofficial copies of transcripts.
3. Resume or Curriculum Vitae
4. Two letters of recommendation
5. Letter of Interest
6. Proof of certifications

Application Instructions:

**Note: Applications submitted without transcripts will be disqualified. Also individuals who have completed college or university course work at an institution in a country other than the United States must obtain a complete evaluation of foreign transcripts, degrees and other relevant documents. A foreign transcript evaluation is required any time foreign course work is used to meet minimum qualifications and/or salary placement even if the foreign transcript has been accepted by a college or university in the United States.

Foreign transcript evaluations ONLY accepted from AICE (Association of International Credential Evaluations, Inc.) or NACES (The National Association of Credential Evaluation Services) agencies or evaluators. Click Foreign Transcript Evaluations on the Human Resources Services page for details.

Do not submit additional materials that are not requested.

Other/Desired Skills:

Posting Date: 12-22-2015

Closing Date: 02-22-2016

Beginning and/or Ending Dates: Full-time, Tenure-track Position
Beginning on or about August 18, 2016.

How and where to apply: Please visit our [Frequently Asked Questions](#) for complete information on how to apply online with our District. Application services are available between 8:00 a.m. and 5:00 p.m., Monday through Friday, at the Los Rios Community College District Human Resources Office located at 1919 Spanos Court, Sacramento, CA 95825-3981. If you need assistance with any phase of the application process, please call (916) 568-3112 or come in during our business hours. Submission of applications are by midnight of the posting closing date.

Conditions: All Positions: Offers of employment are contingent upon the successful clearance from a criminal background check, freedom from tuberculosis, and proof of identity and eligibility to work in the United States prior to the first day of work. The District may select additional qualified candidates should unexpected vacancies or needs occur during this recruitment/selection process. When education is a requirement for the position, official academic transcripts from the accredited college/university must be submitted within 60 days of hire.

Administrative/Executive/Faculty Positions: Contingent on funding and eligibility, successful candidates selected for an interview may be eligible to apply for partial reimbursement of travel expenses.

Work Schedule:

Job Posting Number: 0002048

Salary: \$41,003 to \$75,533 per year

Additional Salary Information: Entering annual salary within a given range varies, depending upon units and degrees completed at accredited colleges/universities and on verified experience. Additional earnings may be available for summer, overloads, and stipends.

Position Type: Faculty

Location: Los Rios Community College District (American River College)

Department: Health and Education

Total Hrs/Week:

Work Year: 164 days

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MANAGER RESPIRATORY CARE - SOUTH FLORIDA BAPTIST HOSPITAL

Geographic Location: Plant City, Florida 33563

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Info About This Company

The Manager of Respiratory Care is responsible for the day-to-day operations of respiratory care services at assigned facilities. Key responsibilities include staffing, fiscal management, development of policies, procedures, and protocols, quality improvement, and interaction with physicians. Other duties include assisting team members as needed, communicating information to team members as applicable and coaching, counseling and mentoring.

All Jobs By This Company

Qualifications:

Certifications and Licensures

Required

RRT (Respiratory Therapy)

Required

BLS (Basic Life Support)

Education

Required

Technical

Respiratory Therapy

Required

Associate's

Related Field

Preferred

Bachelor's

Related Field

Preferred

Master's

Management

Experience

Required

1 year

Leadership

Required

5 years

Respiratory

Or

5 years

Cardiopulmonary

Preferred

5 years

Management

Specific Skills

Job Location



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JOB DETAILS

Job Code:
1510217

Date Posted:
02/15/2016

Position Type:
Registered Nurse

Specialty Type
Administrative Medicine:
Patient Care

Employment Setting:
Not Specified

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Mentoring skills
Required
Management skills
Required
Computer skills appropriate to position
Organization: 5105-SOUTH FLORIDA BAPTIST HOSPITAL
Primary Location: FL-Plant City-South Florida Baptist Hospital
Schedule: Monday, Tuesday, Wednesday, Thursday, Friday
Shift: Days
Shift Hours: 8:00-4:30
Weekend Work: Occasional
On Call: Yes

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Job Description

Manager - Respiratory Care - Full Time (1.0 FTE) - 8am to 4:30pm - St. Joseph Medical Center-2016-R0038078

Description

CHI Franciscan Health has exciting and rewarding careers with competitive salaries and benefits. We are a family of hospitals, health care services, and medical providers delivering compassionate care to people throughout the South Puget Sound. We are part of Catholic Health Initiatives, one of the largest not-for-profit health care systems in the country.

Our mission is to deliver high quality care that meets our patients' medical needs while providing emotional and spiritual support to patients and their families. We believe this three-part approach — physical, emotional, and spiritual — is essential to healing the whole person. Come join a collaborative management team in a busy 365 bed medical center!

Job Summary:

This job is responsible for the coordination, supervision and evaluation of all daily operations for the assigned Franciscan Health System (FHS) hospital campus in accordance with established business objectives and applicable accreditation/regulatory requirements. An incumbent oversees all respiratory care activities to make sure they are conducted in a cost-effective and efficient manner, meet customer needs and are compliant with professional standards, internal policies/procedures and applicable regulatory requirements.

Work includes: 1) supervising assigned staff (e.g. hiring, training, scheduling and evaluating) engaged in imaging activities in accordance with established operating standards; 2) serving as conduit/liaison with various internal departments in coordinating and troubleshooting various function-related issues; 3) problem-solving, troubleshooting and appropriate escalation of issues to higher-level management; 4) implementing solutions to resolve issues and/or errors; and 5) identifying opportunities to streamline current operations and implementing approved procedural changes. An incumbent may perform some patient care activities within scope of licensure on an incidental basis as needed.

Work requires knowledge of practices, standards, techniques and tools/equipment applicable to basic and advanced respiratory patient care and is performed in accordance with established standards/guidelines and requires knowledge of applicable regulatory requirements sufficient to ensure compliant operations and to exercise judgment and critical thinking in addressing operational and/or regulatory issues. Also requires expertise in supervising and evaluating the work of support staff. An incumbent works with higher level management on major operational or business decisions prior to implementation.

Essential Duties:

Operations

- Manages and evaluates the operations, programs and resources of the assigned facility to assure the safe and appropriate delivery of diagnostic and/or therapeutic patient care, achievement of clinical core measurement scores, and to ensure that all activities are conducted in a timely and cost-effective manner and in compliance with organizational values, professional standards, internal policies/standards/procedures and applicable regulatory requirements; participates in the development of, and implements new clinical systems/programs to enhance existing services and raise the standard of care for the patient population served; ensures that work unit activities, productivity, and/or quality indicators are documented in accordance with FHS guidelines; produces and presents reports on key performance indicators and other significant benchmarking metrics; collaborates with other departments to address and resolve problems, share information and enhance overall effectiveness/productivity.

Staff Management and Development

- Plans, manages and evaluates the work of clinical and administrative staff in accordance with the content, spirit and intent of applicable internal/external regulations and standards for human resource management; identifies adequate staffing levels for appropriate coverage to meet budgetary and operational objectives; ensures that employees are qualified and properly trained to perform assigned job duties; holds regular staff meetings and keeps employees appraised of all matters relevant to successful job performance; makes employment decisions, establishes performance standards, assesses clinical competency and evaluates employee performance; educates, guides, counsels and develops staff and addresses performance management concerns and technical issues elevated by subordinates as beyond their scope of authority.

Regulatory Compliance

- Ensures that all aspects of clinical operations are conducted and documented in compliance with relevant internal policies, standards and procedures and applicable regulatory requirements; assesses, on a continuous basis, services, patient outcomes, quality control, family/patient satisfaction, staffing needs and operational effectiveness to ensure optimal care delivery; ensures that internal controls are sufficient to provide for accurate, complete and compliant programs and processes; identifies need for changes in standards, programs and services, and develops recommendations for consideration by the Director.
- Keeps abreast of changing regulatory requirements/regulation, clinical/professional standards, changing customer demographics and competitive industry practices impacting assigned functions, as well as organizational initiatives/changes with potential to impact current strategies, programs and resources; determines nature/scope of impact on existing activities

and determines effective response/solution while maintaining acceptable service levels and work quality.

Procedures Development/Implementation

- Recommends, implements and evaluates new/revised procedures, guidelines, training materials and/or general communications in support of assigned clinical area/facility to ensure consistency with the philosophy/values of the organization and compliance with applicable regulatory/accreditation requirements; reviews training materials prior to assimilation into training curricula; ensures that all clinical and related support activities are fully documented in accordance with the standards and practices of the organization; ensures that employees understand and apply internal guidelines appropriately, and monitors compliance with all regulatory requirements.

Performance/Quality Improvement

- Works with management team to ensure the application of consistent practices relating to internal operations, patient care, quality of human resources activities and FHS standards; assesses the strengths/weaknesses of the assigned clinical area/facility to identify opportunities and provide recommendations to Director for new quality/performance improvement initiatives; implements new processes and ensures that performance improvement activities are conducted in a timely and effective manner; ensures that staff receive the necessary on-site training and consultation to enhance their understanding of quality/performance improvement initiatives.

Budget

- Participates in annual budget planning and administration relative to assigned responsibilities; monitors work schedules to control overtime and/or premium pay; monitors/approves expenditures within defined scope of responsibility; explains variances and addresses in a timely manner; informs Director/Manager of all issues with potential for budgetary impact.

Short- and Long-Term Planning

- Participates, as a key member of the management team for the assigned clinical function, in the development of strategies, initiatives and programs addressing matters such as: provision of new services, standardization of procedures across the organization, increasing market share, maximizing resources, cross-selling services, improving cost-effectiveness of clinical services provided, enhancing patient outcomes/satisfaction and other issues of similar complexity and consequence.

Performs related duties as required.

Additional Responsibilities:

Adheres to and exhibits our Core Values of Reverence, Integrity, Compassion and Excellence.

Qualifications

Education/Experience:

- Graduation from an approved school of respiratory therapy, and four years of recent work experience as a Respiratory Care Practitioner (or equivalent) that demonstrates attainment of the requisite job knowledge/abilities, including one year in a "lead" or supervisory capacity. Experience in a Level 2 or 3 neonatal nursery is desirable.
- Bachelor's degree in a healthcare field is preferred.

License/Certification:

- Current licensure as a Respiratory Care Practitioner in the state of Washington.
- Current Healthcare Provider BLS certification.
- American Association of Respiratory Care (AARC) membership or local chapter membership desirable.

Consistent with our Core Values, Catholic Health Initiatives employers are EEO/AA/M/F/Vets/Disabled Employers. Qualified applicants will receive consideration for employment without regard to their race, color, religion, national origin, sex, sexual orientation, gender identification, protected veteran status, disability or any other legally protected characteristic.

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Job Management

Primary Location WASHINGTON-TACOMA-ST JOSEPH MEDICAL CENTER

Daily Schedule 8am to 4:30pm

Scheduled Hours per 2-week Pay Period 80

Weekends Required None

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Respiratory Therapy Manager

Job ID	35684	Location	US-TX-Houston
Experience (Years)	5	Category	Clinical - Respiratory Therapist
Street Address	2130 West Holcombe Boulevard, 6th and 7th floors	Company	Select Specialty Hospital
Position Type	Full Time-Regular	Recruiter email address	..

More information about this job


Responsibilities

As the Respiratory Therapy Manager, you will organize, develop, direct, and supervise all aspects of Respiratory Therapy in accordance with current applicable federal, state and local standards, regulations, and guidelines to assure the highest degree of quality care is rendered at all times. You will also be responsible for staffing and scheduling and developing strong relationships with physicians and other referral sources. It is the our philosophy that ongoing clinical competence requires regular clinical practice; therefore, a minimum of 50% of time needs to spent in clinical practice. Required: Graduate of accredited Respiratory Therapy School and current Registered Respiratory Therapist; Bachelor's Degree with a minimum of 2 years management experience; BLS and ACLS.

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Respiratory Therapy Manager - Inpatient Rehab

Job ID	33850	Location	US-CA-Los Angeles
Experience (Years)	5	Category	Clinical - Management
Street Address	2070 Century Park East	Company	661 - California Rehabilitation Institute
Position Type	Full Time-Regular	Recruiter email address	..

More information about this job

Overview

California Rehabilitation Institute
Respiratory Therapy Manager

Come practice your true profession where your skills are fully utilized!
See results in a critical care environment!

At California Rehabilitation Institute our services have been designed for patients who need a longer rehabilitation hospitalization for their recovery. We are currently seeking an Admissions Coordinator to join our team.

At California Rehabilitation Institute, our employees are the foundation on which the success of our rehabilitation services continues to grow. Each member of our medical, clinical administrative and support teams bring a level of experience, expertise and commitment to patient care that is unmatched in our industry.

Overview of Select Medical Inpatient Rehabilitation Hospitals

Select Medical's highly regarded rehabilitation hospitals provide comprehensive physical medicine, as well as rehabilitation programs and services that optimize patient health, function and quality of life. Within supportive and dynamic care environments, our expert rehabilitation teams offer advanced treatment and state-of-the-art technologies, all of which are tailored to each patient's unique needs and goals. Specialized and intensive programs of care are designed to restore strength, improve physical and cognitive function, and promote independence in activities of daily living.

Select Medical's Inpatient Rehabilitation Hospitals provide advanced treatment and comprehensive care to best address the medical, physical, emotional and vocational challenges for individuals with:

- Brain Injury
- Spinal Cord Injury
- Stroke
- Amputation
- Neurological Disorders
- Orthopedic Conditions
- Multiple Traumas

Position Summary

Manages inpatient respiratory services to provide the highest quality of care and service for the patients. Coordinates respiratory services with other patient care and support functions to ensure optimal delivery of care, including the clinical care of patients who are undergoing continuous mechanical ventilation. Performs basic/ advanced therapeutic procedures as outlined by the New Jersey Department of Health and under the scope of respiratory care services

Responsibilities

Standards of Performance

- Demonstrates behaviors and attitudes consistent with Kessler Institute for Rehabilitation's Mission Statement and Core Values. Demonstrates, maintains and upholds expectations of compliance set forth in the organizational Code of Conduct, including but not limited to confidentiality regarding patient and company information.
- Accomplishes individual and team goals and objectives. Seeks to clarify information when not clear. Applies strong attention to detail and maintains continuous quality and accuracy. Displays excellent organizational skills and is able to manage multiple tasks, prioritize and meet deadlines.
- Communicates effectively and respectfully, both verbally and in writing, with patients and patient families, internal and external
- customers, vendors, co-workers and managers. Contributes to building positive working relationships through effective teamwork
- efforts. Communicates with a focus on achieving goals, continuous learning and process improvement. Proactively shares information
- with others balancing confidentiality and sensitivity.
- Consistently demonstrates commitment to patient-centered care and customer service excellence in all interactions with patients and
- patient families, internal and external customers by responding in a timely, professional and effective manner.
- Promotes workplace safety through safe behaviors and by identifying potential risks, addressing them whenever possible and
- communicating those risks to appropriate individuals and/or supervisor.
- Follows all hospital guidelines outlining standards of personal appearance, attendance and punctuality.
- Based on the Competency Program established for direct care providers, possesses the skills and competencies
- necessary to perform job function in accordance with population served criteria.

Manager/supervisor only

- Selects qualified candidates who fit the culture and have the most potential to contribute to accomplishment of established objectives.
- Ensures that direct reports have received upon hire and continue to receive throughout employment the training, information and support to accomplish departmental objectives and meet job requirements
- Provides regular and accurate performance feedback to direct reports with focus on results, skill expansion, process improvement and learning.
- Ensures success of department operations through building employee engagement, effective talent assessment, continual learning and development, cross-training and succession planning.
- Identifies and initiates own professional growth through continued learning, self-study and involvement in professional activities and organizations

Qualifications**Specific Duties**

- Demonstrates the ability to carry out all responsibilities and competencies of a staff respiratory therapist as set forth in the position description.
- Ensures that patient care services provided and the role of respiratory is appropriate to the scope and level of care required by the patients served. Ensures compliance with all regulatory and licensing agencies.
- Plans and conducts meetings with departmental and interdepartmental personnel to ensure compliance with established practices, implementation of new policies/procedures, and communication of changing clinical protocols/standards.
- Develops and presents educational programs to interdepartmental clinical staff, including competency testing.
- Coordinates family / caregiver education related to respiratory services.
- Maintains oversight of assessment and intervention skills of nursing and therapy staff with regard to respiratory care issues.
- Collaborates with the SCI Coordinator and/or medical program leader in evaluating and determining appropriateness of potential admissions to the SCI/Vent program. Works with the medical and nursing team to evaluate program development as related to the role of respiratory therapy.
- Acts as a resource for case management in the discharge process for those patients requiring respiratory services, to ensure a safe and efficient transfer to home or other receiving facility.

- Develops in conjunction with medical and nursing leaders written objectives, standards, policies, procedures, and quality improvement activities for the respiratory department.
- Assists in maintaining departmental budget parameters and in monitoring charges and supply usage for the department.
- Oversees maintenance of respiratory equipment to ensure safe operational conditions, as well as maintenance of proper supplies of oxygen.
- Coordinates consultative respiratory coverage for other KIR campuses as appropriate along with assuming 24 hour / 7 day per week availability to handle or field questions or emergencies.
- Performs other duties as requested.

Minimum Education & Experience (Including Licenses)


1. Bachelor's Degree required.
2. Current and valid CA state licensure as a Respiratory Therapist required.
3. Registry status by the National Board for Respiratory Care required.
4. Minimum of five years critical care experience required.
5. Previous management experience required.

Additional Data

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Unit Manager, Respiratory Therapist

Alana HealthCare - Garden Grove, CA

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Purpose of the position

- Manage the day-to-day clinical operations, patient referrals (sales), administrative and financial operations of a Ventilator Center.
- Serve as primary coordinator with the facility's Pulmonologist, Director of Nursing and Licensed Administrator.
- Responsible for patient outcomes, employee development and Center P/L.

Principal responsibilities

- Oversees day-to-day activities of the Respiratory Care Department including but not limited to recruiting & training staff, scheduling 24/7 shift coverage, quality of therapy procedures, ventilator management, patient outcomes, maintaining occupancy rates, etc.
- Responsible for ensuring all safety/quality procedures and policies are implemented, and staff is appropriately trained. Includes life support equipment inspection, maintenance & tracking.
- Manages staff therapist's duties for the ventilation unit, general population of the facility and home care (off-site) including all payroll reporting. Maintains innovative Alana standards of care and team approach to improve clinical results (weaning rate, days to wean, complication rates, etc) by coaching & developing all therapists.
- Responsible for off-site evaluation of Referred Patients and coordination of all admissions into the unit as the liaison with case manager source and host facility.
- Actively participates in Insurance verification, patient re-certifications, billing operations and resolving Accounts Receivable issues.
- Monitors patient census (sales) and cultivates relationships with local referral sources (hospitals, home health agencies, etc) to keep occupancy and patient mix in optimal ranges.
- Finally, this person will take an active role in Discharge Planning, family education and coordination with the facility's nursing & therapy resources during facility Utilization Reviews.

Key Interfaces

- Patients & Patient families
- Licensed Facility Administrator
- Director of Nursing
- Unit Pulmonologist
- Facility staff (physical/speech/occupational therapy, marketing, etc)
- Regional Hospitals & Homecare (referral sources)
- Respiratory Therapy Staff
- Alana Healthcare Area Manager
- Alana Healthcare Support functions

Required critical behaviors

- Emotional stability to cope with confidential patient and employee situations.
- Must demonstrate professional attitude and appearance.
- Detail oriented, particularly related to patient medical and billing records.
- Self-starter who leads by example
- Communicates effectively with all levels of clinical staff & healthcare organizations

Required key skills

- Able to prioritise and manage in a crisis
- Creative problem solver
- Ability to coach employees to achieve results
- Excellent computer skills with experience in MS Office Tools.
- Ensures all policies, procedures and regulations are implemented and observed.

Required qualifications/experience

- Minimum of 4 years experience in hands-on Respiratory Therapy; 2 years in supervisory role preferred.
- Must have College Associates degree (BSRT or Registered Nursing degree preferred)
- Must be a graduate of an approved AMA School for Respiratory Care. Current State Licensed required. Credentialed by the NBRC.
- Must complete minimum of six (6) hours of training per year in Infection Control and Blood Borne Pathogen, OSHA, safety issues, HIPAA, any new products of services and any other issues necessary for job requirements.
- Must complete state required Continuing Education Credits for purpose of Respiratory Therapy Licensure
- Must hold a valid drivers License
- Able to lift 50-70 pounds as needed.
- Able to bend, stoop, squat and lift numerous times daily.
- Able to see and hear adequately in order to respond to auditory and visual needs of patients.
- No medical problems such as brittle diabetes, uncontrolled seizures, etc., which could endanger self or others if such should occur while on the job.

Job Type: Full-time

Required license or certification:

- RRT or CRT

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Respiratory Therapy Manager

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