



Public Health Nursing Director I - Public Health Programs

Salary Grade 77 | Salary Range: \$80,139-\$128,116

Salary offer will be commensurate with experience, education, and equity with others in the agency upon hire. Local government entities may not offer salary levels outside of the posted salary range. It is the practice of GVPH to post the entire salary range for each job posting.

Granville Vance Public Health (GVPH) is accepting applications for **Director of Nursing: Public Health Programs**. This full-time position is based in Oxford, NC, serves Granville and Vance Counties, and requires regular travel and office time at the Vance County location and community sites.

ROLE AND SERVICE-LINE AUTHORITY: Reporting directly to the Health Director, this senior nursing leadership position has primary accountability for the administrative, supervisory, clinical operational, regulatory, and technical components of GVPH's Public Health Programs. The position leads public health clinical and population-based services, including communicable disease and tuberculosis control; STI/HIV; family planning and reproductive health; immunizations; maternal and child health; care management; school health; home visiting; clinical support to WIC; Public Health laboratory operations; emergency preparedness and response and other assigned Public Health Programs. GVPH has two co-equal Directors of Nursing, one for the Federally Qualified Health Center work stream and another for Public Health Programs. Both oversee clinical nursing services within their respective portfolios; neither administratively supervises the other.

PUBLIC HEALTH PROGRAM GOVERNANCE: The Public Health Programs Nursing Director retains primary administrative and operational authority for Public Health Program operations and program-specific requirements, including applicable NC Division of Public Health requirements and Agreement Addenda, Vaccines for Children (VFC), Public Health laboratory operations, and applicable program-specific 340B activities, including STD, TB, and Family Planning. Medical diagnosis, treatment, prescribing, and other matters requiring medical authority remain under the Medical Director or other appropriately designated medical provider. Both roles should work collaboratively on emergency response within clinic sites.

MAJOR DUTIES:

- Plan, organize, direct, and continuously improve Public Health Program operations, including both population-based and clinical public health services.
- Provide operational nursing leadership for Public Health clinics and services, including Family Planning, STI/HIV, TB, immunization, maternal and child health, and other assigned services.
- Direct communicable disease and tuberculosis control, STI/HIV services, immunization program administration, maternal and child health, care management, school health nursing, home visiting, and clinical support to WIC.

- Provide administrative and operational oversight of Public Health laboratory services, including laboratory quality, staff competency, documentation, specimen management, testing workflows, and applicable regulatory requirements.
- Provide programmatic oversight of VFC and other Public Health immunization programs, including vaccine accountability, storage and handling, clinical workflows, documentation, and compliance.
- Provide programmatic and operational oversight for applicable 340B activities associated with Public Health Programs, including STD, TB, and Family Planning, in collaboration with fiscal, compliance, pharmacy, medical, and administrative leadership as appropriate.
- Develop, maintain, implement, and monitor Public Health Program-specific policies, standing orders, protocols, clinical workflows, competencies, and procedures consistent with State and federal requirements and GVPH agency-wide nursing standards.
- Review program and outcome data, compare agency performance with State and peer data, and recommend changes that improve population health and clinical program performance.
- Monitor nursing licensure, competency, and scope-of-practice compliance for assigned Public Health nursing staff.
- Supervise assigned Public Health Nursing Supervisors and program staff, including selection, assignment, performance evaluation, counseling, professional development, and discipline subject to Health Director review.
- Prepare and monitor Public Health Program budgets; lead or contribute to grants; and ensure compliance with applicable funding requirements, including 2 CFR Part 200.
- Represent GVPH in community-level health planning and report findings to community groups, the Board of Health, elected officials, NC DHHS, and other partners.
- Lead nursing planning for public health emergency response, including outbreak investigation and mass vaccination or dispensing operations.

SHARED NURSING GOVERNANCE: The two Directors of Nursing jointly support a consistent standard of professional nursing practice across GVPH. Shared responsibilities include agency-wide nursing practice standards; NC Nurse Practice Act and NC Board of Nursing compliance; core nursing orientation and professional development; agency-wide nursing competency expectations; and coordination of policies, systems, and clinical practices that affect both service lines. Shared governance does not create dual administrative supervision or authorize either Director to independently direct operations within the other Director's assigned service line. Agency-wide standards affecting both service lines are developed collaboratively with the Health Director, Medical Director/Chief Medical Officer, and other appropriate leaders while preserving program-specific regulatory requirements.

CROSS-ASSIGNED AND SHARED STAFF: GVPH may assign nursing and clinical support personnel to work across Public Health Programs and Primary Care/FQHC services. Each employee has one designated administrative supervisory chain and is not subject to dual administrative supervision solely because the employee works across service lines. While working in another service line, the employee follows the operational leadership, approved policies and procedures, clinical workflows, competencies, documentation requirements, and program-specific regulatory requirements applicable to the service being provided. Functional direction during a cross-assignment does not transfer administrative supervisory authority. Performance, competency, safety, or conduct concerns arising during cross-assignment are communicated to the employee's designated administrative supervisor and addressed collaboratively as appropriate.

SHARED SYSTEMS AND RESOURCES: Granville Vance Public Health has two clinic locations that have shared staff: One is in Henderson, NC, and another is in Oxford, NC. The two Directors of Nursing will have separate work streams and responsibilities, and will share a common facility, a common electronic health record, a common laboratory platform, shared vaccine or medication storage system, equipment, and clinical support resources. Governance follows the program or service being delivered and applicable regulatory requirements. When a shared system requires one agency-wide process, the Directors of Nursing and Medical Directors jointly develop the process with appropriate medical, compliance, fiscal, IT, and administrative leadership; program-specific requirements are retained when standardization is not appropriate or permissible.

KNOWLEDGE, SKILLS, AND LEADERSHIP EXPECTATIONS

The preferred applicant will possess thorough knowledge and skill in public health program administration; public health nursing and supervision using human-centered communication; public health clinical operations; North Carolina public health resources and requirements; and local public health administration in a rural safety-net setting. The applicant must be able to plan, coordinate, and supervise work; communicate clearly; exercise sound judgment; collaborate across service lines; and lead organizational change with accountability, transparency, and respect.

MINIMUM QUALIFICATIONS

A Master's in Nursing and three years of public health nursing experience, including two years in a supervisory capacity; **or** a B.S. in Nursing which includes a public health nursing rotation and four years of public health nursing experience, including two years in a supervisory capacity; **or** a Master's in Public Health and graduation from a school of professional nursing and three years of public health nursing experience, including two years in a supervisory capacity; **or** graduation from a school of professional nursing and five years of professional nursing experience, four of which must have been in public health, including two years in a supervisory capacity; **or** an equivalent combination of training and experience. A current North Carolina RN license and valid driver's license are required. All public health nurses employed by a local health department must complete applicable NC DHHS public health nursing orientation/refresher requirements. Current BLS/CPR certification is required. NCCPHN designation is preferred. Normal working hours are Monday through Friday, 8:30 a.m. to 5:00 p.m. Board meetings, clinical operations, HRSA or State meetings, emergency response, staff needs, and community events may require occasional evening or weekend hours. A contemporary leadership approach to strategy, workforce development, organizational culture, quality improvement, and patient-centered care is expected. Flexibility is encouraged.

COMPENSATION & APPLICATION

GVPH offers paid group medical insurance, N.C. Local Government Employees Retirement System membership, thirteen paid holidays, vacation and sick leave, and voluntary benefits including 401(k), 457(b), dental, life, vision, and flexible spending accounts. Submit a cover letter, completed State application (PD 107), college transcript, and three work-related reference contacts to humanresources@gvph.org or Human Resources Manager, Granville Vance Public Health, P.O. Box 367, Oxford, NC 27565. Position is open until filled. Initial qualified candidates will be notified of an interview schedule by October 5, 2026.

GVPH IS AN EQUAL OPPORTUNITY EMPLOYER.