



CITY OF STAMFORD

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The City of Stamford is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities and persons with disabilities

OPEN COMPETITIVE EXAMINATION NO. 15-09

ASSISTANT DIRECTOR OF NURSING SERVICES

Smith House Nursing & Rehabilitation Center

Annual Salary Range: \$79,590 - \$102,256

DUTIES: Assists the Director of Nursing in planning, organizing, developing and directing the day-to-day functions of the Nursing Department in accordance with current Federal, State, and Local standards, guidelines, and regulations that govern the Skilled Nursing and Rehabilitation Center, and as may be directed by the Executive Director, Medical Director, and/or Director of Nursing to ensure that the highest degree of quality care is maintained at all times.

MINIMUM QUALIFICATION REQUIREMENTS: Minimum qualification requirements for this position include, education, experience and special requirements outlined as follow:

- **Education:** Must possess as a minimum a Bachelors' Degree in Nursing from an accredited College or University.
- **Experience:** Must have as a minimum, four (4) years of experience as a supervisor in a hospital, skilled nursing care center, or other related health care center; and six (6) months experience in rehabilitative and restorative nursing practices.
- **Special Requirements:** Must possess a current, unencumbered license to practice as a Registered Nurse in Connecticut.

SCOPE OF EXAMINATION: There will not be a written examination. Applicants will be ranked according to their education, training and experience. Applicants are advised to fully complete the application form and supplement, providing sufficient information to show qualification for the position; listing all related degrees, training and work experience. **Incomplete applications or supplements will be rejected.**

FILING REQUIREMENTS: Interested candidates should submit an Employment Application and Application Supplement "15-09." THIS POSTING IS OPEN UNTIL FILLED.

Applications can be obtained at the City of Stamford, Human Resources Division, 9th Floor, and 888 Washington Boulevard, Stamford, Connecticut or at www.stamfordct.gov.

Please note: Only properly completed and submitted applications and application supplements will be considered. Applications of candidates who do not meet the stated position requirements will not be considered.

The Human Resources Department provides reasonable accommodation to persons with disabilities in accordance with the Americans with Disabilities Act (ADA). If you need an accommodation in the application or testing process, please contact the Human Resources Division.

Issued: 05/20/2015

EMPLOYEE BENEFITS:

- Health plan and Hospitalization
- Paid Vacations and Holidays
- Retirement Plan
- Group Life Insurance
- Sick Leave

Applications are obtained and submitted to:

DEPARTMENT OF HUMAN RESOURCES
City of Stamford
888 WASHINGTON BOULEVARD
STAMFORD, CT 06904
TELEPHONE (203)977-4070
www.stamfordct.gov

CHANGE OF ADDRESS

It is your responsibility to notify the Department of Human Resources of any change of Address on your application



APPLICATION FOR EXAMINATION OR EMPLOYMENT

The City of Stamford
Human Resources Division
888 Washington Boulevard
P.O. Box 10152
Stamford, CT 06904-2152
Tel. (203) 977-4070

AN EQUAL OPPORTUNITY EMPLOYER

Position applying for
Use Title on Job Announcement

Exam Number

DO NOT WRITE IN THIS SPACE	
<input type="checkbox"/> Q	Rev. by: _____
<input type="checkbox"/> NQ	_____
<input type="checkbox"/> Educ	_____
<input type="checkbox"/> Exp	_____
<input type="checkbox"/> Not City EE	_____
<input type="checkbox"/> Other	_____

PLEASE TYPE OR PRINT CLEARLY IN BLACK INK.
All blanks must be completed in order for application to be considered.

GENERAL INFORMATION

Name _____
(Last) (First) (Middle)

Address _____
(Street/Apt. #) (City) (State) (Zip Code)

Home Telephone _____ Work Telephone _____
(Area Code) (Area Code)

Cellular Telephone _____ E-mail Address _____
(Area Code)

Social Security Number _____ 000 _____ Best daytime contact: Home Work Cell
(Last six digits ONLY)

Do you claim 5 points preference based on active duty in the U. S. Armed Forces? Yes No
(Attach copy of DD214)

Do you claim 10 points veteran's disability preference? Yes No
(Attach DD214 and supporting documentation)

Have you ever worked for the City of Stamford before? Yes No
If yes, list by dates employed and job title(s): _____

Are you currently authorized to work in the United States? Yes No
Note: 1986 Immigration Reform & Control Act requires verification of identity and employment eligibility at the time of hire.

1. Have you ever been convicted of any offense other than juvenile, youthful offender, or a minor traffic violation? Yes No
If yes, you must complete Section B of the applicant disclosure form.

2. Have you ever been disqualified for a position with the City of Stamford due to a criminal conviction or failure to fully disclose a criminal conviction? Yes No
If yes, list job title and date of disqualification. _____

(Provide information regarding ACTUAL convictions only. Any arrest, charge, conviction and/or record which has been erased, dismissed, nulled or pardoned pursuant to the CGS § 31-51i, should NOT be disclosed. Disclosure of a criminal record will not necessarily disqualify you for employment. Each conviction will be evaluated on its own merits with respect to time, circumstances and seriousness, in relation to the job for which you are applying.)

RECORD OF EDUCATION

TYPE OF SCHOOL	NAME OF SCHOOL AND CITY/STATE	DATES ATTENDED	COURSE OF STUDY (Major/Minor)	GRADUATED (Yes/No)	DEGREE, DIPLOMA, G.E.D., AND CERTIFICATE OR CREDITS COMPLETED
HIGH SCHOOL					
COLLEGE OR UNIVERSITY					
COLLEGE OR UNIVERSITY					
COLLEGE OR UNIVERSITY					

Other Training/Certifications (special courses, work training programs, armed forces training) related to the job for which you are applying. Give name and location where training was given, dates attended, subject of training, number of hours weekly, and other details.

Summarize any other Special Skills or Abilities relating to the job you want, such as: licenses, machines you operate, languages which you speak, read and write well, computer skills, and any other special abilities or knowledges.

EMPLOYMENT HISTORY

List below **ALL** present and past employment. **BEGIN WITH YOUR MOST RECENT EMPLOYMENT AND WORK BACKWARDS CONSECUTIVELY.** Applicants may be required to furnish satisfactory proof of employment history claimed. Use additional pages if necessary. Resumes may be included with a **completed application.**

1. Name and Address of Employer _____	Employed From _____ # of hours _____ per week _____	To _____ _____ Ending Salary _____
Supervisor Name, Title, Telephone _____		
Your Title _____		
Describe your duties: _____		

Reason for leaving _____		

EMPLOYMENT HISTORY (Continued)

2. Name and Address of Employer _____ Employed From _____ To _____
of hours _____
per week _____ Last Salary _____
Supervisor Name, Title, Telephone _____
Your Title _____
Describe your duties: _____

Reason for leaving _____

3. Name and Address of Employer _____ Employed From _____ To _____
of hours _____
per week _____ Ending Salary _____
Supervisor Name, Title, Telephone _____
Your Title _____
Describe your duties: _____

Reason for leaving _____

4. Name and Address of Employer _____ Employed From _____ To _____
of hours _____
per week _____ Ending Salary _____
Supervisor Name, Title, Telephone _____
Your Title _____
Describe your duties: _____

Reason for leaving _____

5. Name and Address of Employer _____ Employed From _____ To _____
of hours _____
per week _____ Ending Salary _____
Supervisor Name, Title, Telephone _____
Your Title _____
Describe your duties: _____

Reason for leaving _____

Do you have any objections to the Human Resources Division verifying your work experience and/or educational qualifications?

I hereby authorize the City of Stamford to verify my work experience and/or educational qualifications.

(A) Your former employer? Yes No

(B) Your present employer? Yes No

If answer is "Yes" to either (A) or (B) explain under comments section

Applicant's Signature

COMMENTS

MILITARY INFORMATION

Veteran of U.S. Armed Forces	Service Branch	Date Discharged	Type of Discharge	Final Rank
<input type="checkbox"/> Yes				
<input type="checkbox"/> No				

PRE-EMPLOYMENT STATEMENT (Read Carefully)

I certify that all statements made on or in connection with this application are true, complete, and correct to the best of my knowledge and belief. I understand that incomplete, false, inaccurate, or misleading information given in my application, interview(s) or during the course of my employment may result in the rejection of this application; withdrawal of a job offer; or discipline, up to and including termination of employment. Further, false information provided, whether willingly or accidental, may result in my immediate dismissal if employed, whenever the omission or falsehood is discovered.

I understand that this application is not a contract of employment nor is it a guarantee or indication of employment. I also understand that should I be granted an interview, the representations that may be made at the interview are not to be construed as creating any obligation, promise or contract on behalf of the City. Should I be employed by the City, in consideration of my employment, I agree to conform to the rules and policies of the City of Stamford, as they may from time to time be implemented or revised. Identification and verification of eligibility to work in the United States must be satisfied for employment.

I further understand that in consideration for employment, an investigative background report may be prepared at the request of the City of Stamford by an independent party, whereby information may be obtained from my employers (present or former), educational institutions, all branches of the U.S. Military service, and public records maintained by government agencies or others, including but not limited to criminal conviction reports, credit reports, etc. I authorize the City of Stamford and its designated representative(s) to perform this investigation, and further authorize present and former employers, references and other persons to provide information for the investigation. I also authorize the City of Stamford to receive criminal conviction records pertaining to me which may be in the files of any criminal justice agency.

I understand that acceptance for employment shall depend on satisfactory replies from my references and other background checks. In the event I receive a job offer, I also understand that I will be subject to a drug test and medical examination that I must pass before I commence work.

I have read, understood, and agree to the foregoing.

Applicant's Signature _____

Date _____



City of Stamford

Applicant Disclosure Form

Section A

1. CANDIDATE INFORMATION

It is the policy of the City of Stamford to recruit, hire, and promote qualified people in all job classifications regardless of age, race, sex, color, religion, national origin, marital status, veteran status or disability unless they are bona-fide occupational qualifications.

The following information is needed for compliance with governmental reporting requirements. While completion of this section is voluntary, we strongly urge that all applicants complete this as part of the pre-employment process. Applicants so choosing, may identify on the form that they have chosen not to provide the City of Stamford with the requested information by checking the appropriate box in section four. This information will not affect in any way your employment opportunities. This form will be removed from the application.

2. GENERAL INFORMATION

Your Name _____ Date _____

Social Security Number _____ 000 _____ (Last six digits ONLY)

3. STATISTICAL INFORMATION

Race/Ethnic Identification (Please check one)

American Indian or Alaska Native All persons having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian All persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Not of Hispanic or Latino origin) All persons having origins in any of the black racial groups of Africa.

Hispanic or Latino All persons of Cuban, Mexican, Puerto Rican, Central or South America, or other Spanish culture or origin, regardless of race.

Native Hawaiian or Other Pacific Islander All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or Pacific Islands.

White (Not of Hispanic or Latino origin) All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Other Please specify _____

Job Classification

Please write the title of the position for which you are applying in the box above, using the title on Job Announcement.

Gender

Female

Male

4. NON-PARTICIPATION

I have read the above statement and have chosen not to complete this form. Please check box if applicable

5. RECRUITING INFORMATION

How did you hear about this job? (Please check one)

Stamford Advocate Human Resources Division Bulletin Board

Other newspaper. Please give name: _____ Community Agency Please give name: _____

City Website Professional journal Please give name: _____

Internet Please give site: _____ Other. Please specify: _____

City Employee



City of Stamford

Applicant Disclosure Form

Section B

NOTE:
THIS INFORMATION WILL BE REVIEWED ONLY BY
MEMBERS OF THE HUMAN RESOURCES DIVISION AND
HIRING MANAGERS.

CRIMINAL CONVICTION INFORMATION

Applicants are required to disclose the existence of *any* criminal conviction, regardless of the nature, date or location thereof, with the exception of minor traffic violations or an arrest, criminal charge, or conviction that has been erased. The types of records subject to erasure under Connecticut law are as follows: (a) a finding of delinquency or that a child was a member of a family with service needs; (b) a sentence as a youthful offender; (c) a criminal charge that was dismissed or "nolled"; (d) a criminal charge for which the person was found not guilty; and (e) a conviction for which the person received an absolute pardon.

The information provided below is subject to the terms of the "Pre-Employment Statement" on Page 4 of this application. A criminal conviction will not necessarily result in the rejection of this application, but will be considered as it relates to the nature of the position sought, and in light of any applicable state and federal law.

Name (Print)

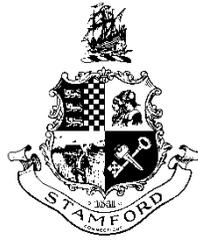
Title of Position Sought

Applicant's Signature

Date

DATE OF CONVICTION	OFFENSE	DATE OF ARREST	PLACE OF ARREST (City/State)	SENTENCE

MAYOR
DAVID R. MARTIN



CITY OF STAMFORD
OFFICE OF LEGAL AFFAIRS
HUMAN RESOURCES DIVISION

DIRECTOR OF LEGAL AFFAIRS
&
CORPORATION COUNSEL
KATHRYN EMMETT

HUMAN RESOURCES DIRECTOR
CLEMON W. WILLIAMS

ASSISTANT DIRECTOR OF NURSING
Smith House Nursing and Rehabilitation Center
TRAINING AND EXPERIENCE EXAMINATION #15-09

NAME _____

SOCIAL SECURITY NUMBER 000 - -
(Last six digits only)

For this examination you will be filing out specific information about your education, training and experience. The information that you give will be used to find out how well your background qualifies you for this position. You **MUST** fill out this examination booklet completely in order to take part in this examination. **THIS BOOKLET IS AN EXAMINATION.**

On the pages that follow, you will be asked to supply factual information about your education and training and about the duties, responsibilities and accomplishments that are associated with jobs, which helped you qualify for the position for which you are applying. Your education, training and experience will be scored according to how closely they relate to the various job components or factors of the position of Assistant Director of Nurses. Your score will be based only on what you include in this examination. Incomplete or illegible applications/supplements will be rejected.

Incomplete or illegible applications/supplements will be rejected. This examination booklet and a completed "Application for Examination or Employment" must be filed with the Human Resources Division. **This posting does not have a closing date; it is open until sufficient qualified applicants are obtained.**

AN EOE/AA EMPLOYER

PRELIMINARY REVIEW OF QUALIFICATIONS

Assistant Director of Nursing

Training and Experience Supplement #15-09

Note: Applicants who do not meet the minimum qualifications for Assistant Director of Nurses will be disqualified. Applicants are urged to carefully review the requirements before filing an application.

I. EXPERIENCE

Do you have a minimum of four (4) years of experience as a RN Nurse Supervisor or Assistant Director of Nurses in a hospital, nursing home, or other related health care center?

Yes _____ No _____

Do you have, a minimum of six (6) months training experience in rehabilitative and restorative nursing practices?

Yes _____ No _____

II. LICENSURE

Do you possess a current, unencumbered, active license to practice as a Registered Nurse in CT, and are you CPR/AED Certified?

Yes _____ No _____

(YOU MUST ATTACH A LEGIBLE COPY OF YOUR LICENSE TO YOUR APPLICATION)

Are you **certified** as an American Association of Nurse Assessment Coordinator by the American Nurses Credentialing Center's Commission on Accreditation?

Yes _____ No _____

(YOU MUST ATTACH A LEGIBLE COPY OF YOUR CERTIFICATION TO YOUR APPLICATION)

III. Education & Training

Do you possess as a minimum a Bachelor's of Science in Nursing from an accredited college or university?

Yes _____ No _____

YOU MUST SATISFY ALL OF THE ABOVE TO BE CONSIDERED FOR THIS POSITION.

**Assistant Director of Nurses
Smith House Nursing and Rehabilitation Center**

PART I. EXPERIENCE:

#15-09

- A. Describe your nursing work experience in a nursing care center, in which you worked in an **RN Supervisor and/or Assistant Director of Nurses capacity**. Use whatever terms would be most indicative of the level and scope of your work and responsibility. Specify the title(s) and number(s) of employees you supervised and the title to which you had a direct report. Attach additional sheets if necessary.

DATES AND # OF HOURS PER WEEK	NAME & DESCRIPTION OF EMPLOYER (INCLUDING TYPE OF FACILITY)	YOUR JOB TITLE & DUTIES

**Assistant Director of Nurses
Smith House Nursing and Rehabilitation Center**

PART I. **EXPERIENCE:** (cont'd)

#15-09

- B. Describe your nursing work experience within a hospital, nursing home or other related care center, other than what you listed in Part I A. Use whatever terms would be most indicative of the level and scope of your work and responsibility. Specify the title(s) and number(s) of employees you supervised and the title to which you had a direct report. **Attach additional sheets if necessary.**

DATES AND # OF HOURS PER WEEK	NAME & DESCRIPTION OF EMPLOYER (INCLUDING TYPE OF FACILITY)	YOUR JOB TITLE & DUTIES

**Assistant Director of Nurses
Smith House Nursing and Rehabilitation Center**

PART I. **EXPERIENCE**: (cont'd)

#15-09

- C. Describe your nursing work experience, other than what you listed in Parts I A and B that demonstrates the knowledge you acquired in nursing and medical practices and procedures as well as laws, regulations and guidelines that pertain to nursing homes. Use whatever terms would be most indicative of the level and scope of your work and responsibility. If supervisory, specify the title(s) and number(s) of employees you supervised and the title to which you had direct report. Attach additional sheets if necessary.

DATES AND # OF HOURS PER WEEK	NAME & DESCRIPTION OF EMPLOYER (INCLUDING TYPE OF FACILITY)	YOUR JOB TITLE & DUTIES

**Assistant Director of Nurses
Smith House Nursing and Rehabilitation Center**

PART II EDUCATION AND TRAINING:

#15-09

A. **Education:** Do you possess any of the following degrees or Certifications? (If “Yes, specify the major field of study for which the degree/certification was conferred.)

- A. Bachelor’s Yes ____ (Major) _____ No ____
- B. Master’s Yes ____ (Major) _____ No ____
- C. PhD. Yes ____ (Major) _____ No ____
- D. MDS Certificate Yes ____ No ____

B. If you did not obtain a degree, but have successfully completed college courses relating to geriatric nursing; laws, rules and regulations pertaining to skilled nursing care facilities; or administration, supervision and management, list them below.

AREA OF STUDY/ TITLE OF TRAINING COURSE	ORGANIZATION	DATE(S)	NO. OF HRS. OR CREDITS

Assistant Director of Nurses

Smith House Nursing and Rehabilitation Center

PART II EDUCATION AND TRAINING (cont'd)

#15-09

- C. **TRAINING:** List any training you received through institutes, conferences, seminars, workshops or professional associations relating to geriatric or general nursing; laws, rules and regulations pertaining to skilled nursing care facilities; or administration, supervision and management.

AREA OF STUDY/ TITLE OF TRAINING COURSE	ORGANIZATION	DATE(S)	NO. OF HRS. OR CREDITS

**Assistant Director of Nurses
Smith House Nursing and Rehabilitation Center**

PART II EDUCATION AND TRAINING (cont'd)

#15-09

- D. **LICENSURES AND CERTIFICATIONS** – List below any license or certifications you possess related to nursing other than your Connecticut R.N. License

PART III KNOWLEDGE, SKILLS AND ABILITIES

On the following pages are a variety of statements which are related to this position. For each of those statements, circle the letter from the level described below which best reflects your experience, education or training as it relates to that item.

- A. I have applied this knowledge, skill or ability in an actual setting while performing a job.
- B. I have education or training relevant to this knowledge, skill, or ability, but have not applied it in an actual job.
- C. I have little or no experience, education or training relevant to this knowledge, skill or ability.

For each A or B answer, give evidence in detail in the space provided of how you acquired the knowledge, skill or ability listed. Evidence may be stated in terms of education/training (list courses and schools) or in terms of experience (list your job duties that apply, name of employer, and dates of work). Please use additional pages if necessary.

**Assistant Director of Nurses
Smith House Nursing and Rehabilitation Center**

PART III KNOWLEDGE, SKILLS AND ABILITIES (cont'd)

#15-09

- 1. Knowledge of the principles, practices and procedures of geriatric patients/residents and short term rehabilitative programs.**

Circle the appropriate letter

A B C

Employer/School

Dates:

Details:

- 2. Knowledge of local, state and federal rules and regulations pertaining to skilled nursing care facilities.**

Circle the appropriate letter

A B C

Employer/School

Dates:

Details:

**Assistant Director of Nurses
Smith House Nursing and Rehabilitation Center**

PART III KNOWLEDGE, SKILLS AND ABILITIES (cont'd)

#15-09

- 3. Knowledge of the nursing management of post-acute patients, including but not limited to:**
- Preliminary evaluation of potential admissions, eligibility of benefits, clinical assessment, communication and updating patient progress to managed care companies, patient care management benchmarks and progress tools, discharge planning and coordination, home care services and discharge patient follow-up. Please be specific with all areas.**

Circle the appropriate letter
A B C

Employer/School _____

Dates: _____

Details: _____

- 4. Knowledge of the Minimum Data Set and care plan computer software applications used to complete. Please list all MDS/Care Plan software you are familiar with as well.**

Circle the appropriate letter
A B C

Employer/School _____

Dates: _____

Details: _____

**Assistant Director of Nurses
Smith House Nursing and Rehabilitation Center**

PART III KNOWLEDGE, SKILLS AND ABILITIES (cont'd)

#15-09

- 5. Knowledge of Medicare A & B guidelines, rules and regulations for Skilled Nursing Facilities including eligibility and denial of benefits.**

Circle the appropriate letter

A B C

Employer/School

Dates:

Details:
