

NURSING

*Nurses provide professional medical care to residents.
Their focus is on the resident's physical health.*

Licensed Practical Nurse

A Licensed Practical Nurse (LPN) is responsible for the coordination and performance of nursing activities in an assigned section/unit during a designated shift. In the absence of other senior management, an LPN may be responsible for oversight of the facility during certain shifts.

Education and Experience

A Licensed Practical Nurse (LPN) candidate must complete a state-accredited nursing school program, which usually takes about one year to complete. He or she must complete the online application for licensure by examination to the North Carolina Board of Nursing as well as register for and pass the National Council Licensure Examination (NCLEX). Scholarships for individuals pursuing educational training for RN/LPN Bachelor or Associate degrees are available.

Next Steps

Registered Nurse
MDS Coordinator

Registered Nurse

A Registered Nurse (RN) provides professional nursing care to patients to ensure their comfort and well-being. RNs administer prescribed medications and treatments, perform diagnostic tests and analyze results, and maintain residents' medical records upon observation. They also oversee other workers such as LPNs and CNAs and may assist a physician/medical director during treatment and examination of a resident.

Education and Experience

A Registered Nurse (RN) candidate must complete a four-year bachelor's of science (BSN), an associate's degree in nursing (ADN), which typically takes two to three years to complete. He or she must complete the online application for licensure by examination to the North Carolina Board of Nursing as well as register for the National Council Licensure Examination (NCLEX). Scholarships for individuals pursuing educational training for RN/LPN Bachelor or Associate degrees are available.

Next Steps

MDS Coordinator
Unit Manager
Assistant Director of Nursing



MDS Coordinator

The Minimum Data Set (MDS) Coordinator is a clinical data set that is part of the standardized Resident Assessment Instrument that is federally mandated to establish baseline and periodic assessments of all residents/patients residing in a skilled nursing facility. The MDS facilitates care plan development and key MDS elements are foundational to case mix and reimbursement methodologies. MDS coordinators administer the MDS process for patients and residents and the lead the interdisciplinary team in assessment and care planning.

Education and Experience

MDS coordinators typically meet the licensed or registered nurse licensure requirements and have additional training and certification as an MDS coordinator.

Next Steps

Unit Manager
Assistant Director of Nursing

Unit Manager

The Unit Manager is responsible for supervising the nursing staff (CNAs, LPNs, RNs) on an assigned unit to ensure continuity and quality of resident care while promoting an environment of learning and independence.

Education and Experience

A Unit Manager must meet the registered nurse education requirements and typically have between three and five years of experience in a clinical setting with some management experience.

Next Steps

Assistant Director of Nursing
Director of Nursing

Nursing Supervisor

The Nursing Supervisor is responsible for supervising the nursing staff (CNAs, LPNs, RNs) on an assigned unit to ensure continuity and quality of resident care while promoting an environment of learning and independence.

Education and Experience

A Nursing Supervisor must meet the licensed or registered nurse education requirements and typically have between three and five years of experience in a clinical setting with some management experience.

Next Steps

Assistant Director of Nursing
Director of Nursing



Assistant Director of Nursing

The Assistant Director of Nursing (ADON) is responsible for supervising clinical staff (CNAs, LPNs, RNs) to help insure continuity and quality of resident care. In the Director of Nursing's absence, the ADON assumes responsibility for the nursing department.

Education and Experience

An ADON must meet the registered nurse education requirements and typically possess at least five years experience in a clinical setting with some management experience.

Next Steps

Director of Nursing
Staff Development Coordinator

Director of Nursing

The Director of Nursing (DON) is responsible for supervising all nursing staff, ensuring there is adequate nursing staff, and ensuring that the staff's skills remain current in order to meet the needs of the residents and state and federal regulations. The DON oversees development and implementation of nursing policy and procedure and communication of the needs of the residents to the physicians.

Education and Experience

A director of nursing must meet the registered nurse education requirements and typically possess a minimum of five years experience in a clinical setting with some management experience.

Next Steps

Quality Assurance Nurse

Quality Assurance Nurse

The Quality Assurance (QA) Nurse looks for ways to improve procedures within a skilled nursing or assisted living community, with the goal of improving resident care. To meet the continued regulatory changes, the QA Nurse participates in the development, evaluation, and implementation of policies and procedures and in continuing education related to professional standards of the nursing practice. QA Nurses are sometimes facility based but oversee multiple facilities.

Education and Experience

A QA Nurse must meet the registered nurse licensure requirements and have at least five years of experience in a clinical setting with some management experience included.

Next Steps

Senior Nurse Consultant

