



Job Description – Director of Nursing (DON)

Location:

Florida – Hybrid (Remote & On-site Visits as Needed)

Employment Type:

Phase 1 (Licensing): Collaborative, non-salaried,

Phase 2 (Post-Licensing): Flexible leadership role with compensation based on mutual agreement

About SunNest Senior Services:

SunNest is a Florida-based home care agency with a heart. We're committed to delivering compassionate, high-quality support to seniors and individuals with unique needs. As we begin our journey, we're seeking a purpose-driven Director of Nursing to be part of something meaningful from day one.

Role Overview:

The Director of Nursing (DON) will play a critical leadership role in guiding the clinical direction and regulatory compliance of SunNest. Initially, the DON will support the AHCA licensing application process, and post-licensure, the DON will assume active leadership in care planning, staff supervision, and clinical quality assurance.

Key Responsibilities:

- Licensing Phase
 - - Allow use of RN license and credentials for AHCA HHA license application
 - - Provide required documentation (license copy, resume, ID, Level 2 background check)
 - - Be available for AHCA verification if needed during inspection or follow-up
 - - Review and co-sign clinical protocols and Emergency Management Plan as applicable
- Post-Licensing Role



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- - Oversee and approve patient care plans
- - Supervise caregivers and nursing staff; ensure care meets agency and state standards
- - Ensure ongoing compliance with AHCA, Medicare (if applicable), and local regulations
- - Support hiring, orientation, and training of care team
- - Participate in ongoing quality improvement initiatives and audits
- - Serve as a key liaison with physicians, families, and regulatory agencies

Qualifications:

- - Active, unencumbered Florida RN license (Required)
- - 2+ years of nursing experience (Home Health preferred)
- - Experience with AHCA regulations and compliance standards
- - Excellent leadership, communication, and organizational skills
- - Compassionate, flexible, and collaborative mindset

What We Offer:

- - Opportunity to help shape a growing agency from the ground up
- - Flexible working arrangement and future leadership pathway
- - Collaborative environment with co-founders who deeply value people and purpose
- - One-time bonus for support during the licensing phase (optional, if applicable)