

# Chief Nursing Officer



CNOs lead large teams to elevate care for entire communities. They are strategic thinkers with skills that guide human resource, financial, and technology decisions. This role may also be known as Chief Nurse Executive, Vice President of Patient Care, or similar titles.



Passionate about activating an entire workforce to impact child health



Excellent communicators who guide policy and culture



Visionary leaders who anticipate change and innovate to adapt

## Keywords

- Patient Safety
- Governance
- Relationship Building
- Risk Management
- Understanding of the Health Care Landscape

## Career Steps

1

Obtain your BSN and pass the NCLEX exam. Apply for RN licensure through your State Board of Nursing.

2

Find employment as a pediatric RN and seek your Certified Pediatric Nurse (CPN) credential from PNCB when you meet eligibility.

3

Explore opportunities to lead within your organization. Pursue your Master of Science in Nursing degree or a Master's in Healthcare or Business Administration.

4

Advance in your career with entry-level executive roles. Pass your Certified in Executive Nursing Practice (CENP) exam through the American Organization for Nursing Leadership.

5

Explore national mentoring and leadership development programs to grow your skills and network.

6

Use PNCB's career center to start your job search using terms like Nurse Executive, Director, Chief Nursing Officer, or VP of Patient Care:  
<https://careers.pncb.org/jobseekers/>

### Links for further reading

- American Organization for Nursing Leadership. Nurse Leader Core Competencies. 2022. Accessed July 24, 2023. <https://www.aonl.org/resources/nurse-leader-competencies>.
- Hewitt, R. Celebrating Black Nursing Leaders: Mary Howard. Minority Nurse. February 14, 2023. Accessed July 24, 2023. <https://minoritynurse.com/celebrating-black-nursing-leaders-mary-howard/>.
- Morris, G. Meet a Chief Nursing Officer. NurseJournal. March 27, 2023. Accessed July 24, 2023. <https://nursejournal.org/articles/meet-a-chief-nursing-officer>.

### References

- Nurse executive. Discover Nursing. Accessed July 24, 2023. <https://nursing.inj.com/specialty/nurse-executive>.



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