

# MAWAHIB SAMATER WANG

Primary Address: Riyadh, Kingdom of Saudi Arabia  
Mobile Phone: +966 565645318  
E-mail: itzheba@yahoo.com

## **PROFILE**

- ◆ A dynamic and result oriented nurse leader setting high standards for self and team. Highest priority is to put patient care first while empowering and motivating nurses and physicians to reach their highest potential.
- ◆ Involved in creating and operationalizing organizational strategic planning for project management as it relates to budgeting financial reports, expenses, manage volumes and productivity growth with health care services.
- ◆ Demonstrate good organizational skills in the assignment of duties and responsibility through good recruitment, evaluations, and retention of staff, assurance of staff competence, physician liaison, scheduling etc.
- ◆ Create an environment for open honest and ongoing communication. Foster positive work relationship through an inclusive team approach. Seek input and involvement of stakeholders for decision making.
- ◆ Have the ability to prioritize and effectively anticipate and respond to issue as they arise.
- ◆ Use evidence base practice approach when it comes to developing action plans and can take the lead in making tough decisions and approach changes when needed.

## **KEY ACCOMPLISHMENTS**

- ◆ Worked directly with the Saudi Commission for Health Specialties to establish Armed Forces Hospital as a Post Graduate Training Center for both Midwifery and Critical Care.
- ◆ Introduced the Magnet Recognition program to Directors of Nursing in all Eastern Province Military Hospitals. Chaired committee to prepare each hospitals gap analysis survey and implemented the start of Armed Forces hospital's journey to achieve Magnet Recognition.
- ◆ Chairperson of the Eastern Province Nursing Executive Committee that was established by the Director of the Eastern Province Hospitals to unify and standardize the nursing departments in each hospital. The purpose of the committee is to improve the quality of nursing service delivered in Armed Forces Hospitals.
- ◆ Established a Patient Safety Training Center that includes; Recognition as an American Heart Association International Training Center for Life Support and creation of a Simulation Center using the latest high fidelity simulators and training equipment.
- ◆ Hosted Director of Nurses Conference for all Armed Forces hospitals in Saudi Arabia . The outcome was the creation of a Medical Services Division multiple task force system to collectively problem solve and provide support for all hospitals . This includes MSD Executive Committee, JCIA Team and Policy and Procedure Committee.
- ◆ Chairperson of Military Service Division Policy and Procedure Committee.
- ◆ Established Clinical Ladder Program to encourage professional development, improve nursing quality and encourage staff accountability.
- ◆ Coordinator of multidisciplinary team to establish policies and protocols for initiation of therapeutic hypothermia treatment in post arrest patients.
- ◆ Established Rapid Response Team at Emory Dunwoody Hospital. Member of the multidisciplinary team tasked with writing guidelines for management of common emergencies.

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## EMPLOYMENT HISTORY

**August 2019 to Present**

**Medical Service Division, Ministry of Defense**

### Chief Nursing Officer

Responsible 25 hospitals, over 100 primary healthcare canters and over 15000 nursing staff

**July 2015 to July 2019**

**King Fahad Specialist Hospital, Dammam Kingdom of Saudi Arabia**

A tertiary referral hospital situated in Dammam and committed to serve the health care needs of the eastern province in Saudi Arabia. KFSH-D offers subspecialty and super specialty services in oncology surgery, nuclear medicine, radiotherapy, orthopedics, urology among many other services. Operational duties are as listed below.

### Executive Director of Nursing

- ◆ Formulates and implements nursing and other operational plans in accordance with the hospital strategic plans.
- ◆ Communicates with staff at all levels and promote transparency throughout the organization.
- ◆ Promotes effective and efficient utilization of available resources following best practice patient delivery models.
- ◆ Implements and monitors policies and procedures that support the highest standards in relations to nursing care.
- ◆ Promotes quality through the implementation of nursing education program, clinical experiences and nursing research following evidence based practice
- ◆ Develops nursing management competencies and skills and promotes training and education to support this effort.
- ◆ Supports development of multidisciplinary collaborative practice to improve quality, appropriateness and efficiency of patient care across the organization.
- ◆ Implements strategies for recruiting and retaining well qualified and experienced nursing staff and leaders.
- ◆ Participates in education, training and development for self and supports others as applicable.
- ◆ Supports the hospital and nursing mission, vision, values and strategic goals and objectives.
- ◆ Follows all hospital related policies and procedures

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**January 21, 2012 - July 2015**

## Armed Forces Hospital Dhahran, Kingdom of Saudi Arabia

The Armed Forces Hospital at King Abdulaziz Air Base, Dhahran is located close to Dhahran International Airport. It is supervised by the Medical Services Department of the Ministry of Defense and Aviation, and provides medical care to the armed forces personnel and their dependents in the Eastern Province.

222 beds available, all services for this acute care hospital were in operation by June 1981.

## Director of Nursing Operational Responsibilities

- ◆ Directs total administration of Nursing Department.
- ◆ Provides leadership and direction for Nursing Department as a part of the organization team.
- ◆ Establish goals, objectives and standards for Nursing Department.
- ◆ Assesses, plans, implements and evaluates a Nursing Program that reflects the Nursing and hospital philosophy.
- ◆ Directs development and review of criteria for evaluation of nursing care.
- ◆ Promotes achievable quality nursing care. Assesses, defines problems, sets goals, established objectives, and develops strategies for action and evaluation.
- ◆ Assesses existing and potential systems for effectiveness and formulates recommendations .
- ◆ Develops plans of actions, both short-range and long- range, that establish objectives action which will lead to the meeting of the department.
- ◆ Develops policies and guidelines specific to the department that defines the limits of action and provides guidelines for nursing activities that are congruent with divisional and institutional policy.
- ◆ Establishes structure focused on activities needed to accomplish the objectives of the department .
- ◆ Develops and maintains a plan of organization that defines structure, function, working relationships , and allocations of resources .
- ◆ Ensures that resources are developed to meet the goals and functions of the department.
- ◆ Ensures employee's appropriate level of staff to support the organizational plan of the department.

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- ◆ Ensures quality and appropriateness of care by :
  - ◆ Establishing and monitoring standards that relate to a plan of action.
  - ◆ Measuring actual performance against the standards.
  - ◆ Correcting deviations from the standards.
- ◆ Ensures that an equitable system is administered for personnel action.
- ◆ Ensures compliance to policies, procedures, standards and established practice.
- ◆ Ensures that financial actions that impact staff are administered accurately for all employees under the department.
- ◆ Coordinates and directs efforts of staff toward accomplishment of goals and objectives.
- ◆ Promotes and maintains communication within section and department.
- ◆ Identifies and communicates at meetings as representative of the department.
- ◆ Identifies and communicates as liaison for department committees.
- ◆ Participates as active member of:
  - Institutional committees
  - Divisional committees
  - Task forces
- ◆ Identifies cost containment efforts examined and implemented per unit or department.
- ◆ Ensures unit employee evaluations processed within the timeframe.
- ◆ Responds to respective area of assignment for policy development.
- ◆ Is responsible for revising and reviewing area of assigned policies on an annual basis .
- ◆ Meets target dates of other assignments as delegated by the Program Director.
- ◆ Organizes, administers, controls and directs the operations and activities of Nursing Department.
- ◆ Conducts short and long range planning in accordance with hospital objectives.
- ◆ Directs individualized, goal oriented nursing care for patients through the use of the nursing process .
- ◆ Organizes Nursing Department to meet the nursing care needs of patients and to maintain established standards of nursing practice.
- ◆ Designed comprehensive Critical Care and Saudization programs to enhance the Knowledge of critical care nurses and the training of Saudi new staff.
- ◆ Designed and prepared guidelines, policies and teaching material for Rapid Response Team.
- ◆ Established the Clinical Skills Lab Training Center from conception to completion . The first true multidisciplinary training center in Riyadh . Made SFHP certification center for advanced courses such as ACLS, NRP and PALS. Coordinates courses for other disciplines. Participates in coordinating National and International Symposiums

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- ◆ Active member in several committees, Human Resources and staff development, Critical Care, Code Blue and acted as Chairperson for Nursing Practice Committee. Responsible for updating all nursing policies and procedures and for the development of all nursing guidelines.
- ◆ Certified Instructor for BLS, ACLS, NRP and PALS. Designed and implemented Simulation Training sessions for Nurses, Physicians and other health care providers.
- ◆ Analyzes and evaluates programs and services, recommending , changes new method and procedures required.
- ◆ Establishes quality improvement program to document and evaluate the quality and appropriateness of patient care provided by the Nursing Department.
- ◆ Forecast requirements to achieve desired quantity and quality Nursing Department.
- ◆ Establishes lines of authority and communication for Nursing Department.
- ◆ Collaborates with other health care professionals and managers to facilitate the delivery of nursing care.
- ◆ Interfaces with the hospital administration and other departments to coordinate efforts and resolve problems.
- ◆ Analyzes performance of managerial staff. Recommends employment promotion and release of personnel and hospital policy and procedures .
- ◆ Administer the preparation and management of the operating budget for Nursing Departments as directed.
- ◆ Submits reports for Nursing Departments as required .
- ◆ Participation in committees and task forces as assigned .
- ◆ Participates in the improvement of quality (Quality Management Program)

**September 2007 to January 2012**

## Security Forces Hospital Program, Riyadh , Kingdom of Saudi Arabia

500 bed tertiary hospital. Serves all the employees of Ministry of Interior and their families.

### Coordinator of Nursing Education & Clinical Skills Lab

- ◆ Responsible for designing and implementing comprehensive educational plan for all nursing staff in the Hospital.
- ◆ Oversees Nurse Clinicians and Clinical Instructors in the Education Department.
- ◆ Involved in planning and teaching educational programs .
- ◆ Designed comprehensive Critical Care and Saudization programs to enhance the knowledge of critical care nurses and the training of Saudi new staff.

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## **September 2004 to September 2007**

### **Emory Johns Creek Hospital Atlanta, GA -Emory Dunwoody Medical Center Atlanta, GA**

Upscale Private Hospital with 110 Beds. Known as center of Excellence for Bariatric Surgery.

#### **Clinical Coordinator**

- ◆ Coordinated staffing requirement for all units.
- ◆ Ensured the delivery of appropriate care to all patients. Participated in the updating policies and procedures.
- ◆ Responded to and evaluated all Code Blues.
- ◆ Served as member of the Rapid Response Team.
- ◆ Facilitated admissions to the Hospital and coordinated patient's care among different disciplines .
- ◆ Responded to client's complaints when on call.
- ◆ Served as active member of several committees such as the Critical Care Committee and Nursing Practice Committee.
- ◆ Provided educational support for staff .
- ◆ Involved in the development and implementation of nursing performance improvement programs.

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## **September 2002 to July 2004**

### **North Central Baptist Hospital San Anton, TX**

National Winner of 100 Top Hospital Award 24 ICU Beds and 40 Intermediate Beds

#### **Staff Nurse**

- ◆ RN duties including the admission and discharge of patients into and out of the intensive care unit.
- ◆ Assisted physicians in complex and invasive procedures.
- ◆ Acted as a Preceptor to new staff .

## **April2001 to July 2002**

### **Mega Nursing Agency Inc., Houston, Texas**

#### **Office Manager**

- ◆ Negotiated contracts with Hospitals.
- ◆ Recruited qualified staff, contacted hospitals, assigned schedules, evaluated performance and followed up with Hospital's administration .
- ◆ Developed budget for agency .

## **September 1999 to April2001**

### **L B J Hospital, Houston, Texas**

#### **Assistant-Director for SICU and MICU**

- ◆ Coordinated and supervised patient's care. Responsible for daily operation of the unit. Made daily assignments.
- ◆ Assisted with the hiring and counseling of employees.
- ◆ Provided support as needed for ICU and other departments.
- ◆ Trained and evaluated preceptors .
- ◆ Assisted in setting appropriate goals for quality improvement.
- ◆ Responded and evaluated all codes in the hospital.
- ◆ Rounded with the medical staff on all patients in the ICU. Facilitated patients' transfer .

## **August 1998 to September 1999**

### **Bayshore Hospital, Pasadena, Texas**

The largest hospital in Pasadena, Center of Excellence in Cardiovascular and Neurological emergencies

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## Emergency Center Staff Nurse

- ◆ Patient assignment, implementation of treatment, evaluation of care, orientation of new staff and work in Shock/Trauma area .

## License Details:

Licensing Body                      Georgia Board of Nursing  
License Registration Number    RN 170440  
License Expiry Date                31 January 2018

## Membership/ Certifications :

Member of Zeta Pi Chapter and AACN.  
BLS Instructor, ACLS Instructor, PALS Instructor, NRP Instructor, TNCC

## Education:

### Walden University, Minneapolis Minnesota

- ◆ Master Degree in Healthcare Management and Leadership
- ◆ Graduation date: June 2013

### University of Texas Health Science Center, Houston Texas

- ◆ Bachelor of Science in Nursing
- ◆ Graduation date: June 1996

## References:

### **Dr. Mansour Tawfeeq**

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### **Dr. Khaled Hamawi**

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KFSH-Dammam  
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