

Cacie Rivera BSN, RN, CNOR

Director of Nursing

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Summary

Director of Nursing with 10 years of perioperative nursing experience, including progressive ambulatory surgery center leadership as DON, ADON, and DON Designee. Proven record directing nursing operations across preoperative, operating room, and recovery (PACU) departments — leading quality improvement, infection control, risk management, and staff education programs while ensuring compliance with state and federal regulations, accreditation standards, and AORN recommended practices. Collaborative partner to physicians, medical directors, and administrators, committed to safe, efficient, patient-centered surgical care. Bilingual (English/Spanish).

Skills

Perioperative leadership: Pre-op, OR, and PACU operations · Quality improvement, CQI reporting & risk management · Infection control program oversight · Staffing, scheduling, budgeting & inventory management · EMR: Meditech, SIS · Bilingual: English, Spanish

Experience

Premier Surgery Center of Clifton

2024 - Present

Director of Nursing (promoted from Assistant Director of Nursing) · Clifton, NJ

- Direct and supervise all nursing care and related activities of the surgical suite — pre-op/holding, operating rooms, and recovery — in accordance with physician instructions, facility policies, and AORN standards and recommended practices.
- Accountable for all aspects of nursing services, including clinical staffing, performance, and quality and efficiency of care; formulate staffing schedules to ensure adequate qualified personnel for all surgical procedures and adjust case schedules to meet physician and patient needs.
- Lead quality improvement initiatives: collect and analyze performance improvement data, evaluate nursing care delivery, maintain CQI and surgical services logs, and work collaboratively to identify and pursue opportunities for improvement.
- Hold oversight responsibility for Infection Control, Central Supply, Pharmacy, and Housekeeping; direct safety and risk management measures, control traffic patterns to prevent infection, and ensure a clean, sterile, and safe environment for patients and staff.
- Serve as designated responsible party for pharmacy functions in the absence of a full-time pharmacist, including oversight of controlled substances and dangerous drugs.
- Interview and select nursing staff; orient new employees, document competencies, complete introductory and annual performance appraisals, and maintain the in-service education and training program.
- Manage the department operationally and fiscally: prepare and submit budget requirements, supervise the medical inventory process, maintain surgeon preference cards, and evaluate needs for new equipment and supplies.
- Ensure staff compliance with organizational policies, accreditation and licensing standards, governmental regulations, and professional standards of care; update the clinical policy and procedure manual and ensure medical records are complete and compliant.
- Collaborate with the Medical Director, Executive Director, and surgeons; serve as patient advocate and foster a customer-focused environment for patients, visitors, and the health care team.

Team MD Surgery Center

2022 - 2024

Registered Nurse, Operating Room — DON Designee · Woodland Park, NJ

- Served as DON Designee in addition to full OR RN responsibilities: supervised nursing staff, managed schedules, addressed staff concerns, and trained new team members.
- Generated, collected, and submitted quarterly infection control reports.
- Identified emergency situations and concerns and instituted corrective actions in a calm, efficient manner.
- Ensured timely availability of supplies and equipment for all procedures.

Riverside Surgical Center

2021 – 2022

Registered Nurse, Operating Room · Rutherford, NJ

- Provided comprehensive intraoperative nursing care with initial and ongoing patient assessment according to accepted standards of nursing practice.
- Collaborated with the charge nurse to plan and execute surgical schedules; anticipated the needs of the surgical team and supported anesthesiologists.
- Monitored and maintained established safety, environmental, and infection control standards; managed and ordered medication inventory.
- Accurately collected, labeled, and documented surgical specimens per established protocols.

Rockland Bergen Surgery Center

2020 – 2021

Registered Nurse, Operating Room · Montvale, NJ

- Maintained a safe intraoperative environment through aseptic practice, surgical prep, and adherence to organizational policies and nursing standards.
- Ensured proper maintenance and storage of medication inventory and accurate operative documentation.
- Worked collaboratively with the multidisciplinary team to ensure efficient workflow.

CarePoint Health — Christ Hospital

2016 – 2020

Registered Nurse, Operating Room · Jersey City, NJ

- Planned, verified, implemented, and evaluated intraoperative management of surgical patients; reviewed consent, H&P, and lab results prior to procedures.
- Assisted anesthesia during intubation, extubation, and emergency circumstances.
- Ensured patient safety by maintaining the sterile field and supervising accurate surgical counts to prevent retained objects.
- Assembled and verified properly functioning equipment, supplies, and instruments before each procedure.

Licensure & Certifications

Registered Nurse — New Jersey (willing to obtain New York licensure by endorsement)

CNOR — Certified Perioperative Nurse

BLS, ACLS, PALS

Education

Bachelor of Science in Nursing — New Jersey City University

Associate of Science in Nursing — CarePoint Health School of Nursing