Welcome New Nursing Graduates

The University of Virginia Medical Center offers the unique opportunity for newly licensed graduate nurses to successfully transition from students to professional nurses in our Nurse Residency Program. We always welcome applications from new graduates. The number of new graduate nurses hired is based on the anticipated clinical area needs of the Medical Center. Below is information about the Nurse Residency Program and instructions that will guide you through the application process for a new graduate Nurse Clinician I position at UVA.

2011 New Graduate Start Dates

New nurse graduates are hired six times a year, depending on our open positions. The following are 2011 start dates for new graduate Nurse Clinician I positions:

- February 21
- March 21
- July 11
- August 8
- September 6
- October 17

Hiring Process for New Graduate Nurse Clinician I Positions

1. Complete an online application at jobsbeyondmeasure.com
2. Select Search and Apply for Jobs
3. Login or register (if you have not previously registered). Select the Nurse Clinician I position of interest and complete the application. Once you complete the application, it may be submitted to apply for several positions. Be sure to save your application. Your application is active in our system for 6 months after initial submission.
4. Attach to your resume following required documentation:
   - Current resume
   - An essay (250 words or less) that describes the following:
     - Your clinical practice area of interest
     - Why you are choosing that area of interest
     - Aspects of nursing that you have enjoyed most
     - Examples that illustrate your ability, strengths and potential that will benefit the University of Virginia Medical Center
   - Scanned copy of unofficial academic transcript
   - Two letters of professional recommendation from nursing faculty, clinical faculty. If you would like to include a recommendation from an employer, please submit as a third letter of recommendation. Please mail to:

     Alice Offield
     1222 Jefferson Park Avenue/PO Box 800567
     Charlottesville, VA 22908-0567

Interviewing Process

A University of Virginia Medical Center Recruiter will contact selected applicants by email to schedule an interview.
Frequently Asked Questions

Q: How will I know that my application is complete? Will I receive a confirmation?
A: Our system is designed to indicate if there are missing portions of your online application. Once the online application is complete, you will receive a confirmation message to that effect. The nurse applicant is responsible for ensuring that all application documents (such as essay, letters of recommendation, unofficial transcript) are on file.

Q: May I apply for more than one position?
A: Our system will allow you to apply for up to three positions a week.

Q: What do I need to bring to my interview?
A: You should bring several updated copies of your resume and your nursing portfolio if you have one to share.

NURSE RESIDENCY PROGRAM

UVA Health System offers a program designed to help recent nursing graduates learn about our Medical Center and personally experience our environment of excellence and innovation. We hire new graduate nurses into all areas of our acute care facility including critical care settings, Emergency Department or Operating Room, Pediatrics, Labor and Delivery, and other specialty areas.

Eligibility Requirements

New nurse graduates need to have attended an accredited school of nursing, and are required to pass the NCLEX exam and receive a Virginia nursing licensure prior to beginning employment.

Program Design

The University of Virginia Medical Center Nurse Residency Program offers a nine-class curriculum for all Clinician I Nurses entering our institution. The program provides classroom and in-unit clinical experiences that span the first year of practice. The student experience covers various topics of importance such as medication and pain management, conflict resolution, end of life issues, ethics in nursing, managing the changing patient condition, and professional portfolio preparation. Also during the first year, the Clinician I Nurse creates and presents an evidence-based research project with a goal of inspiring clinical improvements throughout the institution.

The Nurse Residency Program provides a specific precepted orientation for each Clinician I Nurse within their unit of hire. The nursing preceptor assists the Clinician I Nurse in learning clinical skills, nursing responsibilities and supports them in becoming a valued member of the health care team. The orientation ranges from three months in length for Acute Care to five months for Critical Care, Operating Room, Emergency Department, and The Women’s Place (Labor and Delivery). There is a transitional month that follows orientation where the Clinician I Nurse receives ongoing support from the unit nursing staff.

Practice Requirements

New graduate nurses are employed in full time positions in our institution during their first year of practice. Advancement to Clinician II, following the submission of a professional portfolio, is required by the end of 12 months of employment.