



Nurse Residency Program

- Dedicated to help new nurses (with less than 6 months of experience) transition into professional practice through peer support, education, and professional development.
- A single application means you are eligible for all hiring tracks of your interest.
- Participation in the program occurs as a part of the regular work assignment. You will get paid to learn and grow into your practice, giving you the confidence you need to be successful.
- Regularly scheduled classes allow for nurse residents to build peer support and share experiences.
- Work with a qualified preceptor, mentor, and educators for ongoing support and guidance.
- Immersion into nursing practice with experiences and seminars with key professional leaders.
- Cohorts begin in February, July, and October with options to start early. See website for dates and deadlines. <https://www.unitypoint.org/desmoines/nurse-residency-program.aspx>

Applying to the Program

- An online application for the job posting “Registered Nurse Residency” at <http://www.unitypoint.org/careers.aspx>
 - Attach to your online application
 - Professional Resume
 - Cover Letter
 - Why are you interested in working at UPH-DM?
 - Why are you interested in the Nurse Residency Program?
 - What patient populations are you interested in and why?
 - Where do you see yourself in five years?
 - Once an online application is complete, Human Resources will request the following:
 - Email addresses for references who will be asked to complete a skills survey
 - One reference must be a Nursing Clinical Faculty Member who has observed the candidate in the clinical setting.
 - Internal candidates must provide email of their current manager or supervisor for their second reference.
 - External candidates may choose any professional reference.
- Once your application has been received you will receive a clinical track and shift ranking form.
 - Clinical tracks can be competitive. Please indicate all areas of interest.
 - Clinical tracks may include Telemetry, ICU, Adult Med/Surg, Emergency, NICU, Maternity Services, Behavioral Health, Pediatrics, Surgical Services, and Rehab.
 - Not all tracks hire every Cohort.

Interview Process

- Once all documents are received, a virtual interview will be set-up.
- After the interview you will be notified of your application status. **You may receive no offer, one offer, or multiple offers.**
- Onboarding & orientation is dependent on many factors and will be discussed at time of offer.

HR Information

- AskHR can be contacted with any questions regarding benefits at 1-888-543-2275 or check out www.uphtotalrewards.com

Please contact Katie Johnson with questions. Kathryn.johnson2@unitypoint.org or 515-241-6864