Nurse Residency Program

Mission
Provide an exceptional clinical learning experience for the nurse who has recently graduated from an approved school of professional nursing and has no previous hospital experience as a Registered Nurse (RN).

Vision
Create a comprehensive and innovative orientation environment, which promotes clinical excellence, patient-centered quality care and the transition from a classroom to the clinical environment.

What the Nurse Residency Program is About
The Nurse Residency Program is a customized, precepted transition to practice experience for the newly graduated nurse. The program includes the following didactic components: new associate orientation (new Health First associates only), nursing orientation, computer training, skills lab and classroom days. Other classes will be assigned as required by the program and/or the hiring department.

During the residency program, each Nurse Resident will be paired with an educated and skilled nurse preceptor who will guide the new nurse through the exciting and challenging world of patient care. The Nurse Resident will learn to provide quality evidence-based care focused on positive patient outcomes, communicate with patients and physicians, document appropriately in the medical record, acquire and utilize stress and time management strategies and develop critical thinking skills. The program is designed for the individual needs of each Nurse Resident and progressively prepares them for the safe and successful management of a patient team. Weekly evaluations are conducted to monitor growth and progression. The program strives to build solid nursing and critical thinking skills within a supportive environment.

Requirements
To be considered for the Nurse Residency Program, applicants must be a graduate or pending graduate (within six months of graduation) of an approved school of professional nursing (BSN is preferred). Applicants may apply, interview, and receive a contingent offer prior to graduating or receiving their Authorization to Test (ATT). New hire nurse residents will start employment as a Health First Registered Nurse once they have obtained a license as a registered nurse in the state of Florida as directed by the State Board of Nursing. A current AHA BLS Healthcare Provider Completion Card is also required prior to start date.

How to Apply
Nurse Resident positions may be available at Health First’s Cape Canaveral Hospital, Health First’s Holmes Regional Medical Center, Health First’s Palm Bay Hospital and Health First’s Viera Hospital.

Interested parties may apply online at HF.org/careers for the “Registered Nurse (RN) New to Practice” position. Applications will be reviewed and applicants will be contacted by the Talent Acquisition Department. It is recommended that a resume be included with the application.