

Nurse Residency Program Frequently Asked Questions

Q: How soon can I apply?

A: Candidates can apply, interview and receive a contingent offer 6 months before their anticipated graduation date from an approved school of professional nursing (Bachelor of Science in Nursing is preferred).

Q: Can I begin to work as a nurse resident before I receive my Authorization to Test (ATT) or my Florida Registered Nurse (RN) license?

A: No, New hires may not start employment as a Health First RN until they have received qualifying results from the NCLEX and obtained a license as a RN in the State of Florida as directed by the State Board of Nursing.

Q: Who can I call if I have any questions during the application process?

A: Please contact our Health First Job Line at 866.448.4347 with any questions.

Q: Should I apply for any other open RN positions within Health First?

A: No. You need only apply for the Registered Nurse (RN) New to Practice position and do not need to apply for other specific RN positions posted.

Q: What happens after I submit my application?

A: You should receive an automated email confirming your application has been received. The Health First Nursing Talent Acquisition team is excited to speak with you and aims to process your application within 48 hours of receipt. All qualified applicants will receive a notification for the next step in the process.

Q: Should I contact the unit manager if I would like to work on a specific unit?

A: We do not recommend that you contact the unit manager. Our Talent Acquisition Nurse Recruitment Team will visit with you to learn more about your interests. It is our goal to match you with the environment that best suits your needs with our open positions.

Q: Which hospitals and units are hiring RN New to Practice nurses?

A: Positions may be available at any of the four Health First Hospitals. In your application, you are given the opportunity to indicate your preferred hospital and areas of interest. Applications will be reviewed and forwarded to the appropriate hiring manager based on the information provided in the application.

Q: How long is the Nurse Residency Program?

A: Nurse Residents are monitored weekly for progress and clinical orientation plans are determined on an individual basis.

Q: Will I be paid during the Nurse Residency Program?

A: Yes. You will receive the starting RN salary.