



Be >

**greater than
you imagined.**

We are nurses growing together.

**ROCHESTER
REGIONAL HEALTH**

At Rochester Regional Health, we know that delivering the best care means empowering nurses throughout every stage of their career. With that in mind, we've created a unique environment that fosters professional development and personal growth through tuition assistance, competitive pay, benefits, and an accredited Nurse Residency program. It's our way of investing in those who care.



NURSE RESIDENCY PROGRAM

Our accredited all-inclusive Nurse Residency program is specifically designed to provide mentorship and training to newly licensed nurses as they transition into clinical practice.

INCREASED EARNING POTENTIAL

In addition to our competitive base pay rate, we offer many opportunities for our nurses to quickly increase their total compensation right from the start. These include:

> RAPID PAY INCREASES

Receive rapid pay increases every six months during the first two years of employment, and annual increases thereafter.

> EARN UNLIMITED CERTIFICATIONS

As a nurse you'll receive full support in earning unlimited national certifications to advance your level of competency, skill and knowledge in delivering care.

- No out-of-pocket expenses—we cover the prep classes and the exam fees
- Ability to earn an additional \$0.50 to \$1.00 per/hour for each certification earned
- \$1,000 bonus for the first certification earned, and \$500 for the second certification

> ADVANCE ON THE CLINICAL LADDER

Advancing on our clinical ladder means you'll receive a promotion at the bedside through growth in skillset, a new title, and monetary recognition (up to \$3/hour).

TUITION ASSISTANCE

As a full-time employee, you can receive low or no cost tuition to advance your nursing degree. Assistance rates are:

- ASN to BSN: \$4,000
- BSN to MSN: \$10,000

PATHWAYS FOR ADVANCEMENT

Our nurses can be anything they want— from working at the bedside, to recruiting other nurses, to running an entire service line. We provide pathways to help our nurses advance their careers.

RECOGNIZED NURSING EXCELLENCE

We're not the only ones who think our nursing team sets the benchmark for exceptional care, we have received many awards in recognition of our expertise and innovative work, including:

- AACN Beacon Award for Excellence™
- ANCC Magnet Pathway of Excellence/Nurse of the Year Awards



“BETTER TOGETHER” EMPLOYEE REFERRAL PROGRAM

As part of the nursing team, if you refer a nursing candidate who has at least 6 months experience—and they are hired into a benefitted role—you will receive a \$5,000 bonus.

NEW GRADUATE INTERNSHIPS & FELLOWSHIPS

We offer several specialized programs for students and new graduate nurses to help cultivate skills, work side-by-side with experts, and develop a successful nursing career:

EXCEL: OUR NURSING INTERNSHIP PROGRAM

- > • 10-week paid program for students
- Work side-by-side with a nurse preceptor
- Apply classroom theory to real-world nursing experiences with patients, top medical professionals, and peers

EXPLORE: NEW GRADUATE PROGRAM AND FELLOWSHIPS

- > Paid rotation on three different inpatient units to help new graduates find their best long-term fit.

EMERGENCY FELLOWSHIPS

- > Paid one-year commitment to work alongside an experienced nurse in our adult or pediatric emergency departments.



**LEARN MORE ABOUT OUR OPPORTUNITIES AT
[CAREERS.ROCHESTERREGIONAL.ORG/NEWGRADRN](https://careers.rockesterregional.org/newgradrn)**

QUESTIONS?

[EMAIL NURSE.RECRUITER@ROCHESTERREGIONAL.ORG](mailto:nurse.recruiter@rockesterregional.org)

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