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.
- 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 discuss 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 March, June, August, and October. You will be placed in a cohort once your start date has been confirmed and onboarding is completed.

Clinical Tracks

- Clinical tracks may include Telemetry, ICU, Adult Med/Surg, Emergency, NICU, Maternity Services, Behavioral Health, Pediatrics, Surgical Services, and Rehab.
- Please note that not all tracks hire every cohort, and some areas may have limited positions.

Applying to the Program

- Complete an online application with a professional resume for the positions you are interested in at http://www.unitypoint.org/careers.aspx.
    - Look for positions with Nurse Residency in the name.
    - Unsure of what areas you are interested in, apply to the Nurse Residency General Application and a recruiter will reach out to you.

Interview Process

- Once there is a completed application, a virtual interview will be set-up.
- After the interview, you will be notified of offers and/or next steps.
- 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

Question about the program

Please contact the Nurse Residency Program at DM_NurseResidency@unitypoint.org or visit our website:

https://www.unitypoint.org/desmoines/nurse-residency-program.aspx