

New Graduate RN – FAQs

Thank you for your interest in HonorHealth. As a recent new grad RN seeking the ideal opportunity we understand the desire to start working quickly and apply your skills in a setting that offers growth and rewarding experiences. At HonorHealth, New Graduate RNs are greeted with full support during this time of learning. We offer new grad RN opportunities across the HonorHealth Network.

When does HonorHealth hire new graduate RNs?

- New graduate RNs are hired year-round depending on our service line needs. Some of our hospitals have special new graduate programs and hire a group of new grads for a particular unit.

How do I apply for a new grad RN position?

- Simply look for a “New Grad – RN” position posted on our website at <http://jobs.honorhealth.com/jobs-page> and complete the online application. The New Grad – RN position has education and experience requirements that match the job title.
- Please consider signing up for the “job agent,” which is a feature that allows you to enter your contact information and job interests. You will then be notified via email when those opportunities that are a match open for applications.

What are the requirements for New Grad – RN positions?

- Must be a graduate from a CCNE or NLN-accredited school.
- Must have a current BLS certification.
- Have less than one year of experience

Can I apply to a new grad RN position prior to passing my boards?

- Yes, but our preference is that you are already licensed or are scheduled to take the NCLEX.

What should I include on my resume/application?

- Our recommendation is to have a complete work history on your resume/application with current and previous work experience.
- Also include information about your clinical rotations.
- A cover letter should include why you chose nursing as your career choice and why you have an interest in starting your career at HonorHealth.
- If you are chosen for an interview, you will need to submit online references. Be prepared with the email addresses of managers you have worked for, clinical educators, and peers.

What units hire new grad RNs?

- Many of our units hire new grads, including Telemetry, Med-Surge, Oncology, Nursing Resources, Oncology and others. You should apply for the unit that most aligns with your interests. You will be considered for the unit that you apply to. You can apply for up to three (3) positions at one time.

I am a recently graduated RN but have worked as a nurse elsewhere (long term care, other hospital, physician's office) am I still eligible to apply for a new grad RN position?

- Yes, you are eligible to apply. New grad RNs with less than twelve (12) months of licensed RN work experience are considered for new grad openings.

Do I have to be a resident of Arizona to apply to new grad positions?

- No, out of state candidates are eligible to apply if they meet the basic qualifications for the position. However, relocation is not available to out of state candidates.

Is there a preference given to specific schools or levels of education?

- Specific schools are not preferred over others when reviewing applications. However, your school must meet the qualification of being CCNE or NLN accredited. To maintain magnet designation, preference has shifted to graduates of BSN programs.

What is the interview process?

- It is our practice to narrow the qualified candidate pool based on preferences of the Hiring Manager and unit-specific needs. Pre-screening may also take place to narrow the candidate pool further, prior to normal interviews. Formal interviews are conducted by a recruiter and the Hiring Manager or group of Hiring Managers. In addition, an online reference checking tool is used during the process. The reference information is also considered when making the final selection.

Do internal applicants have an advantage over external applicants?

- We are happy to offer promotion opportunities to current staff. Most new grad RN positions are first posted internally. New grad RN positions post externally based on needs of the unit and the preference of the Hiring Manager.

Who would I contact for additional questions?

- You may contact recruitment via email at: EmploymentOffice.HR@honorhealth.com **Attention: New Grad RN Recruiter**