



Residency Program for New Graduates

Nursingale helps medically fragile people attain the highest quality of life possible by providing in-home, family-centered care with an emphasis on keeping families together.

Pursue your passion with purpose in our Residency Program for home-care nursing. Join us. Nursingale's **Residency Program for newly graduated RNs and LPNs** helps you transition from a novice to a skillful, confident and compassionate nurse.

With Nursingale, you will:

- Provide one-to-one care in the client's home
- Work with patients in stable ICU-like settings
- Receive skills lab and ventilator training for new nurses
- Administer prescribed treatments, therapies and medication
- Teach and reinforce nursing care plans with families
- Be supervised by experienced preceptors in the homes
- Regularly review patient successes and challenges with case managers

Responsibilities:

- Work independently in client homes within the scope of nursing practice
- Provide high-quality nursing focused on compassionate family-centered care
- Complete client assessments and implement physician orders
- Use clinical judgment and critical thinking skills in emergency situations
- Accurately document all nursing care activities including client outcomes

Employee Benefits:

- Competitive salary and is based on experience
- Additional pay differential for evening, night, weekend and holiday shifts
- \$500 hiring bonus after 90 days and \$500 bonus after 6 months
- \$1,500 retention bonus after 2 years of service
- Paid time off (vacation and sick leave)
- Medical, vision, and dental options
- Health and Wellness Plan
- Employer-paid long-term disability insurance
- 401(k) Retirement Plan with employer match
- Mileage reimbursement for travel to clients' homes
- Continuing education reimbursement
- Tuition assistance reimbursement program

Requirements:

- Graduation from an accredited nursing program
- American Heart Association CPR/BLS certification
- Currently licensed and insured to drive a vehicle in state of residence
- Employment contingent upon passing NCLEX exam and having an Oregon RN or LPN license
- Ability to communicate concisely, and deliver safe nursing services in the provision of home care
- Ability to cultivate positive relationships with team members, medical professionals and others working with families
- Ability to lift 35 pounds unassisted
- Proof of up-to-date vaccines including COVID-19 (religious and ADA accommodations will be considered)
- All employment is contingent upon a successful background check

Want to learn more about our Residency Program or other career options? Go to our website <https://nursingale.org/join-our-team/>

Nursingale is an Affirmative Action/Equal Opportunity Employer.