



NEW GRADUATE RN - Frequently Asked Questions (FAQ's)

Thank you for your interest in Scottsdale Healthcare (SHC). 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 positive experiences. At SHC, New Graduate RN's are greeted with full support during this time of change and learning. With 3 facilities spanning the Northeast Valley, SHC hires new grad RN's as needs arise.

- **When does Scottsdale Healthcare hire new grad RN's?**

Scottsdale Healthcare (SHC) hires new graduate RN's year-round depending on our service line needs.

- **How do I apply for a new grad RN position?**

Look for a NG RN position posted on our website at jobs.shc.org and complete the online application. The NG RN position has education and experience requirements that match the job title. Please consider signing up for the SHC "job agent." This feature allows you to enter your contact information and job interests. We then notify you, via email, of opportunities when they post.

- **What are the requirements for SHC's NG RN positions?**

- Must be a graduate from a CCNE or NLN accredited school.
- Must have a current BLS certification.

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

Yes, you can apply before you have your Arizona RN license. However, most of our Hiring Managers prefer to consider New Grads who have taken and passed the NCLEX and have their RN license.

- **What should I list on my resume?**

Please consider listing all of your work experience on your resume. In addition to current and previous work experience, please list information about your clinical rotations. If you are providing a cover letter, consider sharing why you are interested in starting your nursing career at Scottsdale Healthcare. Listing reference information is optional.

- **What units hire new grad RN's?**

Currently, NG RN's are working in more than 20 different units/specialties on all three of our unique campuses. Opportunity is based on service line needs.

- **Will I be able to choose the unit in which I will work?**

When you apply to NG RN position, it is posted for a specific need on an assigned unit. Therefore, the interview and hiring process will be focused on the unit need for which you have applied.

- **I am a recently graduated RN and I have begun to work as a nurse elsewhere (long term care, other hospital, physician's office, etc.). Am I still eligible to apply for a new grad RN position?**

Yes, you are eligible to apply. NG RN's with less than 12 months of licensed RN work experience are considered for NG openings at SHC.

- **Do I have to be a resident of Arizona to apply to Scottsdale Healthcare's new grad RN positions?**

No, out of state candidates are eligible to apply if they meet the basic qualifications for the position. Relocation allowance is not available to out of state NG RN candidates.

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

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

- **What is Scottsdale Healthcare's interview process?**

It is our practice to narrow the qualified candidate pool based on preferences of the Hiring Manager, per unit needs. Pre-screening may also take place to narrow the

candidate pool further, prior to formal interviews. Formal interviews are conducted by an SHC Recruiter and the Hiring Manager. In addition, we use an online reference checking tool during the process. This reference information is considered when making our final selection.

- **Do internal applicants have an advantage over non-Scottsdale Healthcare staff?**

SHC is happy to offer promotion opportunities to current staff. Most NG RN positions are posted internally, first. NG RN positions post externally based on needs of the unit and preference of the Hiring Manager. Typically, nearly 80% of our NG RN's are promoted from other positions within SHC.

- **Who should I contact if I have any additional questions?**

If you have additional questions, please contact Recruitment via email at hremployment@shc.org, attention NG RN Recruiter.