

TOGETHER, WE CAN CHANGE LIVES



NURSE RESIDENCY PROGRAM



If you want to be an exceptional nurse today as well as tomorrow, start here. Through our **Nurse Residency Program**, we're equipping our next generation of nurses with unmatched technical excellence as well as instilling in them the need for the compassionate, human dimension of care. This is where you can help move healthcare forward, work alongside the best and build your own career your own way.

In our cohort-focused model, you can grow and develop your nursing skills in a supportive setting. You'll gain skills in three critical areas: leadership, quality outcomes and professional role. After you build a strong foundation, you'll have opportunities across our system to continue to progress in your career.

The Program

- Provides you a comprehensive transition-to-practice program that is supported by the Vizient/AACN Nurse Residency Program™ curriculum and by ongoing Memorial Hermann Clinical Development programs.
- Lasts 12 months and offers an interactive, evidence-based curriculum designed to build clinical skills and support the professional development of new nurses.

Eligibility & Requirements

- Ideal candidates will have a minimum Nursing GPA of 3.0.
- Completion of nursing degree (ADN or BSN) from an accredited program.
- Current, unencumbered Texas RN license.
- BLS Certification.

Cohort Information

We offer opportunities throughout the year. Start date options vary based on area hired and successful NCLEX completion. You can still apply before you receive your NCLEX results, but you will need to have successfully completed NCLEX before the first day the program begins.

COHORT	SUMMER 2024	FALL 2024	SPRING 2025
SON graduation	May	August	December
Start Date*	July	October	February

*May vary 2-3 weeks by campus

The Program is Designed to Support:

- Centralized recruitment, including the application, interview, and hiring process.
- Onboarding and Orientation, including central and specialty practice track specific orientation, as well as targeted population-specific education and professional development opportunities designed to meet the needs of the transitioning nurse by experienced Clinical Coach preceptors and MHHS content experts.
- Length of orientation is dependent upon the nursing specialty and the individual nurse's progression.

Timelines for each specialty area are used as a guide and can be tailored to meet the need of the nurse resident:

Acute Care Areas	12 - 14 weeks
Critical Care/Labor and Delivery	22 - 24 weeks
Perioperative Services	43 - 45 weeks

- Mentorship, continued career guidance and support for ongoing professional development continues beyond the first year and throughout the career of the MHHS nursing professional.



For more information, visit

<https://jobs.memorialhermann.org/nurse-residency-programs>

or email NRP@memorialhermann.org



We offer excellent career opportunities and Day 1 benefits including:

- Enhanced childcare assistance
- Generous PTO, personal days, spiritual day & company holidays
- Work-life balance & wellbeing benefits including a free Headspace® subscription
- No-cost education assistance, fellowships & career development programs
- A flexible career when you need it through Memorial Hermann Central Staffing



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