Interviewing for Nursing positions
What Nurse Managers are looking for...

• Someone who is committed to the unit and organization
  • Don’t say – I want pediatrics but will go anywhere...
  • If you can’t convince the Nurse Manager that you want the job on that unit – don’t go on the interview.

• Someone who can promise at least 2 years
  • No return on investment for a new nurse until 18-24 months
Online Applications

• Most positions are posted as needed
• Job postings are for a specific position
• After position closes, will need to apply again for the next position
• Read position description closely –
  • Are they looking for a new or experienced RN?
  • Is experience preferred or required?
• Generally, Nurse Recruiters are working with 60-100 resumes at any given time so most communication will be automatic or via email.
  • If you are very interested in the position and if you are very nice to the secretary in the recruitment office you may be able find out timeline/process.
How to improve your chances with a particular organization

• Volunteer
  • Best way to get know in an organization is for them to get to know you!

• Network
  • Use your network! Faculty, neighbor, cousin, etc.
  • Get your name known by the Nurse Recruiter
  • In-person connections are best
Interview Day

• Attire – Business Casual or Better!
  • No jeans/flip flops
  • Skirt or slacks and a nice shirt/sweater for women
  • Slacks and nice shirt for men

• Make sure what you wear fits well, is clean and ironed, and is comfortable. Don’t show too much skin, be well groomed, go easy on make-up and jewelry.

• Arrive early – plan route. Be in office 10 minutes early

• Generally will meet with both the Recruiter and the Nurse Manager but may just meet with the Nurse Manager

• May also meet members of the team when meeting with the Nurse Manager in person
Interview Day (continued)

• Questions –
  • Know your resume
  • Be prepared for behavior questions
    • Have specific examples of past work experiences, clinical experiences and know your role – leader, team member, etc.
    • Will likely cover areas of independence, flexibility, problem-solving skills among others
  • "Tell me about a time you were going through a change – how did you manage that change and what resources did you use to be successful?"
  • "Describe a person very different from you and how you were able to adjust to work better together."
  • Prepare your own questions including process moving forward
Post Interview

• Send a thank you card
  • Remind them who you are and what you heard that you liked about the position or organization.

• Goal is to be remembered

• If you do not get the position generally they will not tell you why.
  • If you feel you bombed the interview – move on
  • If you think it went well, can write again the Nurse recruiter tell them you really liked X, Y, and Z and to please keep you in mind for future jobs. Tell them you will continue to check the website regularly.