



# Interviewing for Nursing positions

# Career Search Path

Self-Discovery

Employment Targets

Resume/Professional Branding

Job Search Strategy/Networking

Interviewing

Career Management

# 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.