Finding your job
(without losing your mind)

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In 2018 the Bureau of Labor Statistics predicted the RN workforce would grow by 12% over the next decade, from roughly 3 million to 3.4 million (an increase of 371,500)

The Bureau also predicts a need of 203,700 new nurses per year to fill newly created positions and replace retiring nurses

The combination of an aging population and aging workforce will create a wide range of opportunities for newer members of the workforce
Things to consider when you start your search

- What is your first choice (dream job)?
- Are you willing to move?
- What are your short term career goals?
- What is your plan B? (and C!)
- How far are you willing to commute?
- What are your long term career goals?

This is the time to utilize all of your resources. Research prospective employers online (company website, reviews, news articles, etc.). Seek the advice of a mentor. Check your social media connections for current or former employees of an organization you are interested in, or make new connections.
Advice from a nurse on how to ensure you love your first nursing job

- Find a mentor to help with your job hunt. You will always remember this person as being key to your success.
- Don’t believe everything you hear about the job market or allow any of it to become a stumbling block.
- Get noticed by joining a nurse organization, starting another degree or earning a nurse certification.
- Look for professional help with your resume and figure out what will make it (and you!) stand out from the crowd.
- Listen carefully to what interviewers seek, and don’t be afraid to ask what you can do to provide it.
- Don’t narrow your job possibilities to one role. Keep an open mind about different settings and specialties.
- Be persistent, but patient. If hospitals near you aren’t hiring new grads, expand your horizons beyond acute care.
- Remember during each interview you are there because there’s a position to fill and you can be the one to fill it.
- Be grateful for every interview you get, whether it ends in an offer or not. You’ll learn something of value from each one.
- Don’t be hard on yourself. Everyone has doors closed on them before the best ones open.

**Time to Apply**

- Always fill out applications completely
- Tailor your cover letter to the job/organization you are sending it to
- If you have a LinkedIn profile make sure your career information reflects your resume
- A simple, professional e-mail address is best ([john.smith@gmail.com](mailto:john.smith@gmail.com))

Unless you were referred by or know someone at the organization you are applying to this will be their first time to ‘meet’ you. With a little preparation you can make a solid first impression.
You’ve landed an interview!

(now what??)
Preparation

- Get the names of the interviewers from the person who sets the interview, review their LinkedIn profiles/Google them
- Check travel time, plan to arrive 10-15 minutes early
- Professional dress (of course)
- Be prepared to talk about your experience and accomplishments
- Prepare a list of questions for your interviewer(s)

Remember that you are not the only one making a first impression. While you are being interviewed you are also interviewing, and can therefore ask questions.
As the candidate you should be prepared to

- Answer why you want this job
- Speak about your clinical experience
- Talk about your strengths
- Discuss times where you faced a challenge
- Give examples that illustrate your critical thinking skills
- Discuss what areas you are excited about growing in

It is natural to be nervous, especially on your first interview. Just remember that time is a valuable (and limited) resource to all organizations, and if they are committing time to interview you there is interest on their part.
As the interviewer you should

- Ask them to describe their workplace
- Get an overview of orientation and onboarding
- Meet the manager as well as some of the staff
- Find out what resources are in place to support newly licensed nurses
- Define what the expectations are for the first year
- Discuss benefits and pay

Depending on the facility and interview format this will vary from organization to organization, but this is an opportunity to meet staff, see the unit and observe the culture.
After the interview

Follow up will set you apart from many other candidates. A good thank you note should mirror a good cover letter, tailor to the specific job highlighting your strengths.

- Send thank you notes to each interviewer
- Call/e-mail any references you listed to let them know they may be contacted
- Review your own notes, reach out if you have any follow up questions
- Review benefits information