New Graduate Nurse RN
Application – All Locations

Requisition #
26782BR

Hours Per Week
32

Contract
ANW MNA RN

Introduction
Allina Health is dedicated to the prevention and treatment of illness and enhancing the greater health of individuals, families and communities throughout Minnesota and western Wisconsin. A not-for-profit health care system, Allina Health cares for patients from beginning to end-of-life through its 90+ clinics, 13 hospitals, 16 pharmacies, specialty care centers and specialty medical services that provide home care, senior transitions, hospice care, home oxygen and medical equipment, and emergency medical transportation services. Allina Health is a vibrant, growing organization with opportunities to suit your professional skills and a diverse work environment to match your specific interests. We believe employees are our greatest asset and are dedicated to helping you develop and maximize your professional skills.

The Commons, located in Minneapolis, is the headquarters of Allina Health, a not-for-profit health care organization serving patients and communities. Approximately 1,600 corporate and administrative service employees work at offices within Midtown Exchange, the site of the historic Sears retail complex at Chicago Avenue and E. Lake Street. This community landmark, adjacent to the campus of Abbott Northwestern Hospital, part of Allina Health, is the second largest building in Minnesota and includes offices, an internationally themed public market and residential units.

Responsibilities
Thank you for considering Allina Health as you begin your nursing career! Allina Health defines a new graduate RN as a registered nurse with less than one year of experience working as an RN. By applying, you will be considered for any RN position with Allina Health that is able to consider a new grad including our hospitals, home care services and clinics. You could be offered a position prior to graduation, so we recommend applying up to 6 months before your big day.

In addition to what is listed below, nurses at Allina Health fulfill our vision and • put the patient first; • make a difference in people’s lives by providing exceptional care and service; • create a healing environment where passionate people thrive and excel; and • lead collaborative efforts that solve our community’s health care challenges. They are committed to our values of integrity, respect, trust, compassion and stewardship. They are mission driven to serve our communities, prevent illness, restore health and provide comfort to all who entrust us with their care. Allina Health nurses are powerful, passionate and diverse in talents and thought.
• Assessments - Collects, prioritizes, and synthesizes comprehensive data pertinent to the patient's health or situation.
• Diagnosis - Analyzes assessment data to determine nursing diagnoses.
• Outcomes Identifications - Identifies expected outcomes individualized to the patient.
• Planning - Develops a plan that prescribes interventions to attain expected outcomes.
• Implementation - Implements the identified plan.
• Evaluation - Evaluates the patient's progress towards attainment of the outcome.
• Quality of Practice - Systematically enhances the quality and effectiveness of nursing practice.
• Education - Attains knowledge and competency that reflects current nursing practice.
• Professional Practice Evaluation - Evaluates one's own nursing practice in relation to professional practice standards and regulatory guidelines.
• Collegiality - Contributes to the professional development of peers, colleagues, and others.
• Collaboration - Collaborates with patient, family, and others in the conduct of nursing practice.
• Ethics - Acts in an ethical manner.
• Research - Integrates research findings in practice.
• Resource Utilization - Incorporates factors related to safety, effectiveness, cost, and impact on practice in planning and delivering patient care.
• Leadership - Provides leadership in the professional practice setting and the profession.

**Education**

• Applicants must have graduated from a nursing program accredited by the Commission on Collegiate Nursing Education (CCNE, which is part of the American Association of Colleges of Nursing) or the Accreditation Commission for Education in Nursing (ACEN), and have less than one year of experience working as an RN.
• New graduate hires must be a graduate of an accredited nursing program which is inclusive of a clinical rotation in an acute care facility.
• Bachelor of Science/Art (or higher degree) in Nursing is preferred.

**Qualification/Skills**

• A new graduate RN is a registered nurse with less than one year of experience working as an RN.
• Applicants must have graduated from a nursing program accredited by the Commission on Collegiate Nursing Education (CCNE, which is part of the American Association of Colleges of Nursing) or the Accreditation Commission for Education in Nursing (ACEN), and have less than one year of experience working as an RN.
• New graduate hires must be a graduate of an accredited nursing program which is inclusive of a clinical rotation in an acute care facility.
• Applicants must have a current RN license for the state in which the position is located prior to the start of employment. However, there are some cases in which a temporary nursing permit is acceptable.
• For external, non-Allina new graduates: As of September 1st 2014, Allina Health hospital division will only hire baccalaureate degree prepared (or higher) new graduate nurses in acute care facilities.
• For internal, Allina employees becoming new graduate associate degree RNs: Consideration may be given to an internal Allina Health employee with an associate degree in nursing based on current healthcare experience.

**Work Schedule**

• We recommend applying no more than 6 months prior to your graduation date.
• New grads are most often hired on to med surg, cardiac tele, oncology, neuro, ortho, spine, rehab, or mental health type units.
• The shift and FTE (hours per week) will vary. The majority of positions offered to new grad RNs encompass working some sort of overnight shift. A 0.8 FTE (which is 32 hours per week, and equates to 64 hours per pay period) is most common, but it may be more or less.
• The following locations may have new graduate RN positions available:
  o Abbott Northwestern Hospital (Minneapolis, MN)
  o Buffalo Hospital (Buffalo, MN)
  o Cambridge Medical Center (Cambridge, MN)
  o District One Hospital (Faribault, MN)
  o Mercy Hospital (Coon Rapids, MN)
  o Mercy Hospital - Unity Campus (Fridley, MN)
  o New Ulm Medical Center (New Ulm, MN)
  o Owatonna Hospital (Owatonna, MN)
  o Regina Hospital (Hastings, MN)
  o River Falls Area Hospital (River Falls, WI)
  o St. Francis Regional Medical Center (Shakopee, MN)
  o United Hospital (St. Paul, MN)
  o Allina Health Home Care Services
  o Allina Health Clinic Division

If interested, please apply here: [https://jobs.allinahealth.org/job/minneapolis/new-graduate-nurse-rn-application-all-locations/1378/3242815](https://jobs.allinahealth.org/job/minneapolis/new-graduate-nurse-rn-application-all-locations/1378/3242815)

**We accept position year round!!**