



NURSING SUPPORT PATHWAY

Start your career journey by applying to one of the following Nursing Support roles. Full-time, part-time, and per-diem opportunities, in either 8-hour or 12-hour shifts, may be available to fit your schedule. Additional training or certification may be required:

- Patient Care Assistant (all units & specialties, except Emergency).
- Telemetry Technician (Critical Care, Step-Down, Telemetry, Stroke, Centralized Monitoring, Staffing Office, Medical Oncology & Medical Pulmonary, and Orthopedic Institute).
- Clerical Coordinator (all units & specialties, including inpatient and outpatient, Home Health, Orthopedic Institute, and Maternal Child Health).
- Emergency Care Technician (Emergency Department).
- Operating Room Assistant (Operating Room, Recovery Room/PACU, Surgery Center).

BENEFITS

- Reinforce learning taught in school, and safeguard your license, by applying new skills on-the-job under expanded supervision and within limited scope.
- Become familiar with the patient population in your specialty of interest before committing to a particular patient care area.
- Build relationships with new team members, and network with RN peers.

TRANSITION TO PRACTICE

- Registered Nurses who are working in a Nursing Support role may apply internally to Clinical Nurse I openings in a Program Area as soon as they are eligible.
- Acceptance into the New Graduate RN Program for a given specialty is based on a variety of factors, including but not limited to:
 - The employee's recent performance evaluations.
 - Availability of open seats in the cohort month of hire.
 - Hiring manager discretion and the needs of their department at that time.
- The transition to Clinical Nurse I may take 6-8 months or more from the date of hire and/or application based on the factors listed above.

MINIMUM REQUIREMENTS

- Current unencumbered California RN license.
- Current BLS certification awarded by the American Heart Association (AHA).
- Baccalaureate degree in Nursing (Registered Nurses with an Associate degree in Nursing must enroll in a BSN program within one year of their date of hire, and have the degree conferred within 2 years of their date of enrollment).
- Advanced certifications (e.g., ACLS, NIHSS, NRP, PALS) are required in specific areas, and must be obtained before the employee's promotion and/or transfer date as Clinical Nurse I. Department specific requirements are outlined in the Clinical Nurse I Role Description for reference.
- Applications should be submitted at least 8 weeks (about 2 months) prior to the desired start date for cohort.

APPLYING

- Our open positions change daily. Search for jobs, and apply any time at <https://jobs.hoag.org/search/>. Enter job category Nursing Support.
- Selection is based solely on the hiring manager's discretion and the needs of their department at that time.

HOAG IS THE PLACE TO BE

We believe that when you join Hoag, you become part of a family. We're deeply committed to giving back to those who help us serve our community, making your ongoing growth and development our priority. In addition to Pay for Performance salary increases, and sponsored training opportunities, Hoag employees enjoy:

- Annual performance incentives
- On-site childcare at our Newport Beach location
- Excellent Medical, Dental and Vision coverage
- Safe Harbor bonuses
- Generous Paid Time Off (PTO)
- Nursing Scholarships
- Competitive 401 (k) program with matching contributions
- On-site Wellness Centers in our Irvine and Newport Beach campuses that include discounted services for massage therapy, acupuncture, meditation and mindfulness, yoga, Pilates and fitness coaches