

# BJC Graduate Nurse Process

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## APPLICATION PROCESS FOR GRADUATE NURSES

If you are currently enrolled in nursing school or recently graduated, you are invited to apply to our Graduate Nurse program. Please visit [www.bjc.org/graduatenuurse](http://www.bjc.org/graduatenuurse).

## WHAT YOU NEED TO KNOW

BJC HealthCare hires graduate nurses year-round depending on the availability of positions that consider new graduates.

To be considered for a graduate nurse or staff nurse position at BJC HealthCare, new graduate candidates must apply online to a Graduate Nurse job opening. These openings are updated throughout the year in conjunction with graduation date.

## APPLICATION QUALIFICATIONS

Upon graduation, all applicants must meet the requirements to obtain an RN license.

## TIPS FOR APPLYING

- New graduates should read the job description of each posting prior to submitting an application to ensure they meet the desired qualifications.
- When considering your areas of interest, please keep in mind that our Critical Care areas as well as the Women and Infants and the Emergency Department have limited openings for new graduates.

## WHAT TO EXPECT AFTER YOU APPLY

1. **Pre-Screen TEXT** – 8 short questions will be sent to you via text within approximately 24-48 hours of your application being received. Please provide a response within 24-48 hours of receiving the TEXT.
2. **Reference Check** – You will receive a Skill Survey (aka Reference Check) email with a link to complete this request.  
**Note:** Skill Survey will require you to enter five references; two managers and three co-workers or peers. Clinical instructors, professors, and preceptors can be considered managers, as well. Internal candidates will not have to complete a Skill Survey. The Talent Acquisition Specialist (aka Recruiter) will contact your current manager for a reference.
3. **Pre-Screen Video Request** – Once you complete the Pre-Screen Text (see #1), you will then receive a request via e-mail to create a short video by answering a few behavioral based questions. We would like this to be completed within 72 hours (or less).
4. **Phone Interview** - A Talent Acquisition Specialist (TAS) will contact you to schedule your phone interview and discuss your areas of interests and current openings.
5. **Your TAS will guide you** through the interview to hire process. If you have any questions throughout this process, please “reply all” to ensure the TAS receives your questions.