



Dear Student/New Graduate,

We invite you to join our staff at The Children's Hospital, Denver! Every day can be a journey of discovery and healing at our Magnet designated facility. With our recent ranking as one of "America's Best Children's Hospitals" (#7 in the nation) by US News and World Report and the grand opening of our new hospital, it's never been a better time to join our team. Celebrate with us and come help us achieve our mission to make it all better for all our patients and the families- all the time.

We are a 260 bed, non-profit community-based hospital, with a Level-1 trauma designation. We are also the pediatric referral center for the Rocky Mountain region and are dedicated to meeting the health care needs of children and youth from birth to 21 years of age. We have a unique teaching environment that combines strong professional growth and exceptional technology.

We will accept new graduate BSN applications starting in March for 2009 summer start dates. We invite you to apply for the Clinical Nurse I positions for which you are most interest. These positions will be posted at different times by various units, so please check the website frequently.

Nursing orientation for new graduates will be held twice during the summer months. This orientation is a blended format which includes 5 classroom days supplemented with a variety of online learning modules. Interviews will take place per manager/scheduling committee schedule. Please apply with your application and resume at www.thechildrenshospital.org Offers will be made contingent upon passing NCLEX.

DIVISION OF NURSING HIGHLIGHTS

- ❖ Commitment to family-centered care
- ❖ Low nurse to patient staff ratios
- ❖ Continuing education opportunities
- ❖ Nationally competitive salaries and benefits
- ❖ Pediatric Nurse Development program
- ❖ Competency-based orientation and Clinical Ladder program (5 levels)
- ❖ Generous differentials (including weekend), tuition reimbursement, loan forgiveness for existing employees
- ❖ Variable staffing patterns
- ❖ Unit-based self-governance models
- ❖ Nursing research, precepting opportunities,
- ❖ Active Rocky Mountain Chapter Society of Pediatric Nurses
- ❖ Mentorship program

PEDIATRIC NURSE DEVELOPMENT PROGRAM

Orientation: Every newly hired RN participates in a centralized orientation program consisting of blended learning (classroom and online modules) and precepted clinical experience. RNs hired as new graduates, RNs with little or no pediatric experience, and those re-entering practice after extended time away are offered additional orientation through the Pediatric Nurse Development Program (PNDP).

Note: In this program you do not rotate to multiple departments as in some hospital programs.

Classroom days include JCAHO required material as well as general pediatric topics. RNs participating in PNDP attend 2 additional class days. Unit based supplemental classes are offered on a regular basis. Each RN is paired with experienced preceptor(s) on the individual units. Competency Guidelines specify the nursing process skills expected for completion of orientation. Precepted clinical orientation lasts for 8- 12 weeks, with longer time frames in most intensive care areas.

All new hires are required to attend an 8 hour "Square One orientation" scheduled on Tuesdays by Human Resources. In addition, two additional general orientations are held throughout the first 3 months. All hires within the Division of Nursing (RNs and Unlicensed Personnel) will be scheduled for Nursing Orientation classes by the department education coordinators from each unit.

ONGOING STAFF DEVELOPMENT: The Nursing Division values professional development and all RNs are expected to participate in continuing education activities annually. Professional leave time is available for CE activities as negotiated with managers. Multiple educational activities are available!

OUR BENEFITS

Whether you're employed as a new graduate or experienced registered nurse, The Children's Hospital in Denver offers competitive benefits including:

- Nurse Development Program
- Premium Pay/Differentials
- Merit Wage Increases
- Competitive total reward packages
- Relocation assistance available
- 403 retirement program with competitive employer contribution
- Day Care discounts and Backup Care Options
- Bus Passes
- Concierge Service
- Onsite employee gym
- Employee Assistance and Wellness Program
- Tuition Reimbursement
- Continuing Education Scholarships
- Much more

The Deadline for May 2009 new grads with a June/July 2009 start date is April 1, 2008. There may be some exceptions, as some units may not post until after this April date.

Some units which may have new graduate opportunities include:

8th Floor- Pediatric Medical Unit. 48 Inpatient beds. Patient population includes a variety of medical conditions. These include Pulmonary, GI, Neurology, Metabolic, Renal, Infectious disease and Immune deficiencies. Orientation usually lasts approximately 8 - 9 weeks, but orientation time is tailored to meet the needs of the individual. Additionally, you will spend approximately 5 days in the classroom for nursing orientation and completing online learning modules. The rest of the time will be spent on the unit. Each orientee is assigned a primary preceptor for days and for nights. You will meet with the education coordinator approximately every two to three weeks to discuss and track your progress. The 8th floor also incorporates a New Staff Club. Our new staff club is facilitated by our advanced practice nurse with the

assistance of the education coordinator and staff nurses who have been on the unit 18 months or less. The purpose of this club is to provide education and support for each new graduate through the first year of employment. These meetings are mandatory and held 10-12 times a year. It is an expectation that you will be an active participant in the club.

The Surgical Multidisciplinary Specialties Center- This dynamic 48 bed unit serves a population that is diverse in both diagnosis as well as acuity. The enthusiastic and cohesive team provides support for the new graduate that desires variety, challenges and multiple learning opportunities. Patient population includes trauma, orthopedics, neurosurgery and all types of surgery. We have a strong shared- governance model and also have developed co-practice protocols, which contribute to our strong commitment of mutual respect. Our mission statement "creates relationships to support healing." Orientation will vary, but may be up to 12 weeks and is competency-based with a program designed specifically for new graduates.

You may contact Patrice Kopelman at (720) 777-6385 who is the recruiter for medical/surgical positions.

Oncology- The Center for Cancer and Blood Disorders is a 24 bed unit, with 20 rooms designated for oncology/hematology patients and a 4 bed BMT unit. We care for patients ranging in age from newborns to young adults with a variety of cancer diagnosis, hematological disorder, and bone marrow transplants. We are one of the largest of all leukemia programs in the country. Further, we have the only Pediatric Experimental Therapeutics Program in our region, as well as a Palliative Care Program and a Late Effects Follow-up Clinic. Our unit utilizes a variety of collaborative interdisciplinary approaches. New graduate orientation consists of 12 weeks of orientation which generally include 10 weeks with a consistent preceptor on the day shift and 2 weeks with another preceptor on nights. New graduates will cement their practice by attending both the APHON Foundations Oncology Course and the Chemotherapy/Biotherapy Provider Course.

Float Team- The Float Team offers a unique opportunity for New Graduates to expand their knowledge in multiple areas throughout the hospital. New Graduates from BSN programs will orient to the Oncology, Cardiac Progressive Care, Surgical, and Medical units as defined by their preceptors. New Graduates will also have the opportunity to observe patient care delivered in Critical Care settings. The New Graduate program allows for a 16-18 week orientation process, with individual preceptor guidance focusing on quality direct patient care. General nursing orientation is also included with classroom learning activities. The Float New Graduate Leadership Team utilizes a competitive screening process. We seek out individuals who possess a strong clinical background with exceptional critical thinking and communication skills. Candidates considered will also be required to demonstrate enthusiasm, confidence, and flexibility.

You may contact Gail Smart, RN, MSN who is the recruiter for Oncology and Float Team (720) 777-6479.

CICU/CPCU- The Children's Hospital Heart Institute is among the nation's leading pediatric cardiac centers (#5) and has earned particular recognition for the surgical, transplant and pulmonary hypertension programs. This program includes two areas into which the new graduate can be hired, the CICU and the CPCU. The 14-bed CPCU (Cardiac Progressive Care Unit) is a transitional unit for patients who are well enough to be discharged from the CICU, but not well enough to go home. In this unit, patients continue to receive specialized cardiac nursing care supported by a large multidisciplinary team who prepares patients and families to return home. The CICU is a 16 bed unit which provides pediatric physician specialists 24/7 and provides comprehensive care for congenital and acquired heart disease patients-from neonates to young adults. This unit requires a certain type of nursing professional who will thrive in our environment. We seek the energetic new graduate who will perform well under demanding circumstances. You will have a strong foundation of support from physicians, nurses and staff.

NICU- This is a regional Level II/III Neonatal Intensive Care Unit. It is a challenging 60 bed unit with phase classes which gradually allow the new graduate RN to grow, contribute and develop in our family-centered care unit. Our mentorship program is in place, which assures each learner an opportunity to thrive in this dynamic learning environment. Additionally, orientation includes 1:1 precepting and classroom lectures in an atmosphere of support.

Emergency Department- Our Emergency Department is a Level I Pediatric Trauma center. It has 48 beds which include four trauma rooms, two procedure rooms, three psychiatric rooms and 8 24 hour obs rooms. We serve a diverse population of patient from birth up to 21 years of age. New graduates will be provided a challenging learning environment where the opportunities to learn from the pediatric experts are outstanding and varied. Key areas of focus for the ED nursing staff are strong assessment and clinical management skills, family-centered care and customer service, and a strong commitment to teaching. Nurses in the ED perform numerous roles, including triage, trauma and observation. We have also developed a program that provides mentoring and support for all new staff beyond the end of orientation.

You may contact Karen Barber, RN with questions on critical care and emergency care positions at (720) 777-8589.

Please check our internet site: www.thechildrenshospital.org, for Clinical Nurse I opportunities. Each department will post positions separately. We invite you to apply for the units for which you have the most passion. Please attach a resume. Also, we request you apply only once to each unit, if there are multiple postings.

Applications are reviewed and all qualified applicants are forwarded to the Clinical Managers for further consideration and to schedule interviews. We look forward to hearing from you!

Sincerely,

Karen Barber, RN
Sr. Nursing Recruitment Consultant
The Children's Hospital

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