Available Positions

Opportunities for Registered Nurses

JOB QUALIFICATIONS

External applicants interested in applying should apply online. To access our website go to www.rochester.edu/people/nursing. Current staff looking for an internal transfer should send their resume to nursingrecruitment@urmc.rochester.edu. All positions require an active New York State RN license in good standing.

ASSISTANT NURSE MANAGER

A minimum of 5 years of RN experience, BSN required. Will be actively involved in daily operations and work according to hired Tier. ANM’s will serve as the unit orientation coordinator, unit education coordinators, UAP management and staff scheduler.

SENIOR LEVEL III/Mentor

A minimum of 5 years of RN experience, BSN in 5 years. Serve as Evidence Based Practice Champions, Safety Nurses and other Nursing Practice Career Pathway roles. Also will serve as Charge Nurse and Primary Preceptors. Supportive of management initiatives. Specialty certification preferred.

LEVEL III/Expert

A minimum of 3 years of RN experience. Serve as Nursing Practice Career Pathway Roles/Charge Nurses/Preceptors/committee member, Supportive of management initiatives.

SENIOR LEVEL II/Senior Proficient

A minimum of 1 year of RN experience. Serve as Charge Nurses/Preceptors/Committee Members.

LEVEL II/Proficient

A minimum of 6-12 months of RN experience. Receive mentoring/career sculpting from management team. Charge Nurse when experienced. Preceptor after completing preceptor education.

LEVEL I

Less than 6-12 months of RN experience. Participate in the centralized and service based Residency Programs, receive ongoing feedback and mentoring, and follow the Level to Level II process – if successful, move to Level II at 6-month mark.

Ambulatory Nursing

AC 4 - GI/Endo - Registered Nurse - Level II (248020)

Primarily days with some on call responsibilities.

Exciting opportunity to join the Adult Ambulatory Gastroenterology and Hepatology procedural area in the ambulatory tower located in URMC. Fast paced procedural area serving both ambulatory patients and inpatients is seeking a motivated RN to
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join their team. Opportunities will include: assisting with endoscopic procedures (as well as other GI procedures), care of the patient receiving moderate sedation, the recovery process, and education of patients and their families. Collaborate with an interdisciplinary team to deliver complex, safe, and efficient care to patients and their families in an OR like setting. Interested candidates should have excellent communication skills, a desire to teach and educate patients, and the ability to function in a fast-paced collaborative environment. At least 2 years of relevant nursing experience preferred, NYS nursing Licensure required.

**AC Ground - Heart Failure Clinic - Registered Nurse, Level II (247883)**

Perdiem, Days M-F

RN will work under the guidance of the physicians and nurse practitioners to maintain standards of care and patient satisfaction. In addition to direct patient care in the clinic, the job includes telephone triage, performing cardiopulmonary exercise testing, facilitate urgent patient appointments, coordinate outpatient services and other responsibilities as defined by the job.

**AC-5 - Internal Medicine Group / Ambulatory Medicine - Registered Nurse, Level II (239124)**

FT position available, primarily days, 9 hour shifts.

This primary care internal medicine practice is an NCQA certified patient centered medical home and provides comprehensive outpatient care to adults over the age of 18 including the geriatric population. The multidisciplinary team includes physicians, APP’s, registered nurses, clinical technicians, social workers, dietitian, pharmacist and behavioral health practitioners. Team members provide care for chronic disease management, health maintenance and acute episodic care. Responsibilities include direct patient care, telephone management, patient triage, and coordination of care. Must possess strong assessment and communications skills, be proactive and independent in decision-making and have good organizational skills. 2 years’ experience required.

**AC2 - Surgical Ambulatory Clinic - Registered Nurse, Level II (244205)**

FT, 36 Hour Position. 8 Hour Days Mon-Fri. No on-call or holidays.

RN needed to work collaboratively with physicians and advanced practice providers for diverse surgical clinic. Daily clinic service varies to accommodate patients for Acute Care Surgery/Trauma, Burn/Plastic Surgery, Oncology, Thoracic Surgery, Renal and Liver Transplant, along with Nutritional Support. Primary role to assist with patient intake, education and medical needs. Must be self-directed and able to work in fast paced environment. Strong ability to multitask and lead team in providing optimal patient care. Experience with outpatient and/or med-surg patient population preferred. Strong clinical assessment and communication skills essential for success.

**AC3 - Pulmonary Function Testing Lab and Pulmonary Clinic - Registered Nurse, Level II (237466)**

FT position available (40 hours), Daytime, M-F, No weekends. No Holidays.
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Unique and exciting opportunity for an RN that loves coaching and teaching patients! Looking for an experienced RN to perform pulmonary function testing in our PFT lab on AC3. Comprehensive orientation to workflows and physiology using ComPas software to meet American Thoracic Society standards. Work collaboratively with pulmonary physicians, respiratory therapist, and nursing team to provide care to complex patients with asthma, COPD, lung cancer and interstitial lung diseases. Opportunity to also see outpatients requiring PFT testing pre surgery, pre BMT and pre transplant, as well as inpatients travelling to AC3. Additional responsibilities include rooming patients, immunizations, oxygen qualifications and patient teaching. Orientation on AC3 with a registered respiratory therapist and nursing combined. 2 years’ experience preferred. Excellent critical thinking skills and love of teamwork a must, in this busy outpatient setting.

**AC3 - Pulmonary Triage - Registered Nurse, Level II (246548)**

M-F 8-hour shifts

Our Triage RN is a communication liaison with providers and patients. This role involves calling patients to relay or gather information, pharmacies to clarify medications, discussing patient needs with providers to coordinate care for our patients in a timely manner. We are looking for a flexible and autonomous nurse to manage a variety of needs, some of which include: in-basket management of our pulmonary patient messages, coordination with inpatient units for patient procedures, administering vaccinations, providing patient education-most commonly for inhaler use and helping support the procedure nurse staff by placing IVs, asking and documenting pre-procedure questions of the patient and overall having a working knowledge of all procedures offered to our pulmonary patients. This is a great position to highlight your strong communication skills, critical thinking, inclusivity and flexibility to offer our inpatients and outpatients the best care.

**AC4 - Oral and Maxillofacial Surgery Practice - Registered Nurse, Level II (248117)**

FT positions available - day shifts M-F, no weekends, holidays, or on-call

Looking for a team-oriented and patient-focused nurse interested in working in an outpatient procedural area. Responsibilities include pre, intra, and post-procedure care and monitoring for patients of all ages undergoing IV moderate/deep sedation procedures including tooth extractions, implants, and biopsies. RN also assists in coordinating care of all other clinic patients undergoing consults, follow ups, or procedures under local anesthesia. RN works closely with clinic residents and procedural and surgical techs in a collaborative environment. Responsibilities also include patient and family education, some telephone triage, QA, PI, and patient safety initiatives. Candidate should possess strong communication, assessment, and decision-making skills. Active NYS RN license required with 2 years patient care experience preferred. Prior completion or completion of ACLS and PALS within one year of hire required.

**AC5 - Internal Medicine Group/Ambulatory Medicine - Registered Nurse, Level II (243065)**

FT position available, days, 9-hour shifts.

Part of the General Medicine Division at URMC, Strong Internal Medicine's (SIM) purpose is to help its diverse patient's live full and healthy lives – and the practice is equipped to do so. An NCQA-recognized Patient Centered Medical Home that provides comprehensive outpatient care to adults over the age of 18 including the geriatric population. SIM's highly team-
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Based care model includes attending physicians, internal medicine residents, advanced practice providers, registered nurses, social workers, behavioral health providers, clinical pharmacist, registered dietitian, care managers, and administrative support. Team members provide care for chronic disease management, health maintenance and acute episodic care. Responsibilities include direct patient care, telephone management, patient triage, and coordination of care. Must possess strong assessment and communications skills, be proactive and independent in decision-making and have good organizational skills. 2 years' experience required.

**Ambulatory Care Flex Team - Registered Nurse, Level II (246263)**

FT / PT positions available. Day time hours.

Unique opportunity to work across Ambulatory within a challenging and rewarding role supporting our specialty care and procedural care areas. Team oriented and independent RN's needed to work temporary assignments ranging from 8-16 weeks in support of staffing needs within our Ambulatory patient care clinics. Patient care opportunities include clinic visits, pre-intra-post procedure care, telephone triage and care coordination. Must possess strong assessment and communication skills, be proactive and autonomous in decision making and have good organizational skills. Candidates must be able to demonstrate flexibility and the ability to work in fast-paced environments. Opportunity for experienced nurses or those considering our Ambulatory Care Nurse Residency program. Previous experience in an outpatient or procedural area setting preferred but not required.

**Ambulatory UR Neurology - Comprehensive Epilepsy Center - Registered Nurse, Level II (247674)**

PT/20 hours. Monday – Friday: Primarily 8 and/or 4 hour days.

The UR Epilepsy program is seeking a nurse who is looking to join the only Level 4 Epilepsy Center in the region. We're looking for an RN to work a team who strives to improve the lives of patients and families with epilepsy. This opportunity requires an RN with current NYS License.

**Ambulatory UR Neurology - Comprehensive Headache Center - Registered Nurse, Level II (247669)**

FT/40 hours. Monday – Friday: Primarily 8 hour days.

Are you interested in FT RN position that includes both telephone/my chart patient care management and a dynamic procedure area? Are you interested in a place where the professional development of RN's, Fellows, Advanced Practice Providers (APP) and Faculty occurs monthly and sometimes more? The UR Headache Center is dedicated to providing the highest level of care for people who suffer from chronic headache disorders. Our goal is to help people regain their lives. This opportunity requires an RN with current NYS License.
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**Ambulatory UR Neurology - General Neurology RN Triage - Registered Nurse, Level II (247670)**
FT/40 hours. Monday – Friday: Primarily 8 hour days.

Are you looking for an offsite RN position with flexible hours? A general neurology outpatient nurse works with a multidisciplinary team. We have an interdependent workflow that depends upon a nurse to provide care for patients with adult neurologic disorders. No Neurology experience required. Your training is with nurses who are dedicated to the care of patients with neurologic disorders. Requires RN with current NYS License.

**Ambulatory UR Neurology - Neuro Resident Team - Registered Nurse, Level II (247676)**
FT/36 hours. Monday – Friday: Primarily 8 hour days.

Are you looking for an onsite, ACF 1, RN position with flexible hours? A General Neurology Resident Team nurse works with adult patients who have neurologic disorders. Responsibilities include: telephone/my chart communication, patient education, active participation in quality improvement initiatives, a demonstration of positive communication and teamwork within the clinic and between departments. No Neurology experience required. Our nurses who are dedicated to the care of patients with neurologic disorders will provide your training. Requires RN with current NYS License.

**Department of Physical Medicine and Rehabilitation - Nurse Navigator (248173)**
FT position available, days

A unique role designed to assist with guiding patients through the process from scheduling to arrival. The Navigator helps to remove barriers for patients and provide resources to successfully complete procedure. We provide high quality expert medical care for complex and complicated disabling injuries and illnesses with our 6 PM&R physicians. The multidisciplinary team includes physicians, therapists and clinical technicians. We offer rehabilitation through the lifespan- pediatrics through geriatrics and our patients and families have seamless access to our services through dedicated staff at our state of the art facilities. Responsibilities include direct patient care, including participation in procedures such as ultrasound guided injections/botox injections, telephone management, patient triage, and coordination of care. Must possess strong assessment and communication skills, be proactive and independent in decision-making and have good organizational skills.

**ESWL Nurse Coordinator (Kidney Stone Treatment Center) - Registered Nurse, Level III (245892)**
FT position available. Primarily days, 8 hour shifts.

Responsible for coordinating patient care, PI, education and research activities in Kidney Stone Treatment Center. In coordination with ESWL Medical Director plans, implements and evaluates nursing care of stone patients. Provides professional nursing care to patients undergoing stone procedures. Qualifications: prefer OR experience/critical care experience. Must possess good communication skills and be able to work independently.
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**Employee Health - Level II (235850)**

PT position available. Primarily weekdays, occasional weekend & on-call responsibilities (phone Triage) for the SMH employee health bloodborne pathogen exposures and the Employee Health COVID call center.

Works in a fast-paced environment providing nursing care and immunizations for pre-employment requirements, annual health updates, vaccination clinics, work-related injuries and illnesses, U of R employee contagion & COVID exposures. Three years experience required. Triage skills to cover Employee Health COVID Call Center. Requires excellent communication skills and the ability to prioritize and work collaboratively. Demonstrate flexibility and excellent customer service skills.

**Finger Lakes Cardiology (Canandaigua and Clifton Springs Location) - Registered Nurse, Level II (241306)**

FT/Per Diem position available, primarily days, 8 hour shifts, holidays and weekends per unit policy.

Under the general guidance of the Clinical Cardiology Division Attendings is primarily responsible for maintaining standards of care and patient satisfaction, and for coordination and provision of proficient care in the Clinical Cardiology Practice at Finger Lakes. Create and maintain an atmosphere where patients feel comfortable. Ensures patient confidentiality and privacy. Performs direct patient care duties, including participation in stress testing, and triages patient phone calls. Maintains current knowledge of medical diagnoses and therapeutics in the subspecialty of Cardiology. Maintain working knowledge of drug interactions and reactions. Demonstrates accountability in the conduct of all duties. Qualifications: Current RN licensure, ACLS and CPR Certifications required. A minimum of two to three years’ experience in an outpatient setting preferred; with one to two years acute care experience preferred. Requires excellent communication and organizational skills. Must be able to function independently within the limits of the position.

**GI Nurse Care Coordinator - Hepatology - Registered Nurse, Level III (244422)**

FT (40 hours) position available: Monday – Friday 8 hr day shift.

URMC GI Practice is in search of a driven, team-oriented nurse to join our multidisciplinary team providing focused, subspecialty care to our hepatology patient population. This role provides nurse case management for patients with complex medical needs in management of cirrhosis, Autoimmune hepatitis and other complex liver disease. Nurse Care Coordinator will develop and implement a care management plan based on patient/provider developed goals and objectives to promote improved health care outcomes and quality of life. This role involves managing a list of high-risk hepatology patients, assisting with coordination of appointments with various departments such as Transplant, IR, Oncology, Nutrition, infusion, etc. The Care Coordinator will assist in clinic providing education and support, and telephone triage/ in-basket management. The ideal candidate will have a Bachelor’s degree and 2-3 years GI nursing experience with strong organizational and communication skills, as well as experience working within the electronic medical record.
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**GI at Sawgrass - Endoscopy Center - Registered Nurse, Level II (247234)**

PT position available (24 hrs), daytime 8 or 10 hour shifts, Monday- Friday.

GI nurse opportunity in a fast-paced, growing outpatient endoscopy center. Position involves caring for procedure patients throughout all phases of care including pre-procedure, intra-procedure, and recovery. Applicant must enjoy being a part of a team of nurses, support staff, and highly skilled physicians affiliated with an academic medical center. The ideal candidate will have excellent IV and assessment skills, moderate sedation competency, and the ability to organize and prioritize care. Must have 3 years nursing experience and NYS license. GI experience preferred, but not required.

**Neuromedicine Pain Treatment Clinic - 2180 S Clinton - Registered Nurse, Level II (246602)**

FT/PT positions available. Days, Monday – Friday, 8 or 9 hours shifts, No nights, weekends, on-call or holidays.

Unique and exciting opportunity for RN to work collaboratively with the Neuromedicine Pain Management team in a fast-paced, offsite procedural/infusion area. Work in a supportive and compassionate environment with a multidisciplinary team of pain specialists offering the most advanced treatment options currently available. Our nurses provide and coordinate pre, intra and post procedure care for patients undergoing treatment for a variety of chronic and acute pain conditions. Procedures include trigger point, joint and epidural steroid injections, sympathetic and neurolytic blocks, radiofrequency ablations, lidocaine infusions and spinal cord stimulator trials. Direct patient care, patient education and some telephone triage. Interested candidates should excel in communication, flexibility, organization and enjoy working as a member of a multidisciplinary team. Requires strong assessment and IV skills. Moderate Sedation competency and ACLS required by the end of orientation. Minimum 1-year acute care nursing experience.

**Orthopaedic Clinic - West Side Ambulatory (Greece, Strong West and Brighton Locations) - Registered Nurse, Level II (237755)**

FT position available, primarily days

Daily activities include patient throughput in assigned clinic, scheduling and staffing for site, supporting technician staff, resolving issues with providers and patients during clinic, medication preparation & patient education, aiding as a resource in emergent situations, and participating in QA/PI activities. Prioritization, critical thinking and problem-solving skills are important for this role, as this charge RN position is viewed as an extension of the leadership team. Orthopedic experience preferred. Candidate must be organized, team oriented, have strong communication skills, have flexibility in floating to other ortho clinic sites as needed, and able to work in a fast-paced environment.

**Orthopaedics - Clinton Crossings - New Graduate Residency - Registered Nurse, Level I (243192)**

Exciting new opportunity for new grads who want to start in an ambulatory setting: FT position available, D/E, 8 hours shifts.

RN to work in a busy Orthopaedic practice. Responsibilities include direct care of ambulatory Orthopaedic pts, brace fitting,
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setting up and assisting with procedures, suture staple removal, applying a variety of casts and splints to patients, medication administration, patient and staff education, and charge nurse duties. Must be able to work in a very fast paced environment, able to multitask and lead a team in providing optimal patient care and throughput. Able to represent the strong commitment with staff and patients. NYS license is required.

Orthopaedics - Clinton Crossings - Registered Nurse, Level II (248089)

FT position available, primarily days, 8 hours shifts.

RN to work in a busy Orthopaedic practice. Responsibilities include direct care of ambulatory Orthopaedic pts, brace fitting, setting up and assisting with procedures, suture staple removal, applying a variety of casts and splints to patients, medication administration, patient and staff education, and charge nurse duties. Must be able to work in a very fast paced environment, able to multitask and lead a team in providing optimal patient care and throughput. Able to represent the strong commitment with staff and patients. NYS license and a minimum of three years of experience is required. Prior experience in ambulatory care and/or Orthopaedics is preferred.

Orthopaedics - Eastside Clinics (Canandaigua, Victor, Webster, and Penfield) - Registered Nurse, Level II (239058)

FT position available, primarily days, 8 hours shifts.

RN to work in a busy Orthopedic practice. Primary locations to be in Canandaigua and Victor. Also will be required to occasionally work in our Clinton Crossings location, Penfield clinic and Webster clinic based on patient needs. Responsibilities include direct care of ambulatory Orthopedic patients, brace fitting, setting up and assisting with procedures, suture/staple removal, medication administration, patient and staff education, charge nurse duties, applying casts/splints, JC preparation and performance improvement activities. Must be able to work in a very fast paced environment, able to multitask and lead a team in providing optimal patient care and throughput. Able to represent the strong commitment with staff and patients. NYS license and a minimum of three years of experience is required. Prior experience in ambulatory care and/or Orthopedics is preferred.

Orthopaedics - Eastside Clinics (Canandaigua, Victor, Webster, and Penfield) - Registered Nurse, Level II (241971)

FT position available, primarily days, 8 hours shifts.

RN to work in a busy Orthopedic practice. Primary locations to be in Canandaigua and Victor. Also will be required to occasionally work in our Clinton Crossings location, Penfield clinic and Webster clinic based on patient needs. Responsibilities include direct care of ambulatory Orthopedic patients, brace fitting, setting up and assisting with procedures, suture/staple removal, medication administration, patient and staff education, charge nurse duties, applying casts/splints, JC preparation and performance improvement activities. Must be able to work in a very fast paced environment, able to multitask and lead a team in providing optimal patient care and throughput. Able to represent the strong commitment with
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staff and patients. NYS license and a minimum of three years of experience is required. Prior experience in ambulatory care and/or Orthopedics is preferred.

**Pain Treatment Center at Sawgrass - Registered Nurse, Level II (246774)**

FT position (36 - 40 hrs) Day shift Monday – Friday, 9 hours shifts available

Unique opportunity for RN to work with a multidisciplinary team in a fast-paced, offsite procedural/infusion area. The Pain Treatment Center at 180 Sawgrass is the only center of its kind in the area, offering an in-depth, holistic approach to patient care, which includes not just medication and surgical options, but psychological, behavioral and rehabilitative care. Our nurses provide and coordinate pre, intra and post procedure care for patients undergoing treatment for a variety of chronic and acute pain conditions. Procedures include trigger point, joint and epidural steroid injections, sympathetic and neurolytic blocks, radiofrequency ablations and spinal cord stimulator trials. We also provide ketamine & lidocaine infusions. Some telephone triage. Our patients range in age from adolescent through advanced age. Candidate must be organized and flexible and possess critical thinking, strong assessment and communication skills. Excellent IV skills are a positive. Minimum 1-2 years acute care nursing experience. Moderate Sedation competency, ACLS required by the end of the first year.

**RN Level II, Occ Health (247999)**

PT (20 hours) position available. Primarily weekdays, occasional weekend & on-call responsibilities (phone Triage) for the SMH employee health bloodborne pathogen exposures and the Employee Health COVID call center. Works in a fast-paced environment providing nursing care and immunizations for pre-employment requirements, annual health updates, vaccination clinics, work-related injuries and illnesses, U of R employee contagion & exposures. Three years’ experience required. Triage skills to cover Employee Health COVID Call Center. Requires excellent communication skills and the ability to prioritize and work collaboratively. Demonstrate flexibility and excellent customer service skills.

**UR Cardiac Care - ACG - Echocardiography - Registered Nurse, Level III (243236)**

FT position available, primarily days, 40 hrs or 36 hrs available. Some weekend shifts required.

Off-site responsibilities required as needed. Minimum of 3-5 years critical care experience preferred, and ACLS certification required. Cardiology background preferred. Working collaboratively with physicians and sonographers in an expanding cardiology diagnostic area. Responsibilities include supervision of stress echocardiography and assisting physician during TEE procedure, following hospital conscious sedation policy. Must demonstrate good decision-making and keen assessment skills and possess strong interpersonal and communication skills.

**UR Cardiac Care - Ambulatory - Registered Nurse, Level II (243862)**

FT Position 36 hrs (4) 9hr or 40hrs (5) 8hr shifts Monday-Friday, No Weekends/Holidays

This is an excellent opportunity for a motivated, experienced RN to join our innovative leadership team while maintaining
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your IV and critical thinking skills in an outpatient setting. If you have a strong interest in cardiology and are looking to be a part of a fast-paced clinic caring for patients in a variety of roles, this is the position for you. Our nurses rely on their strong assessment and critical thinking skills when caring for patients in the office and via telephone triage. They collaborate with all member of the care team to provide the highest quality and comprehensive care. This applicant will receive individualized training in telephone triage, exercise stress testing, and pharmacological stress testing. This position includes participation in unit/service activities, strong teamwork, and flexibility. We have four locations in Monroe County and do ask that our staff is able to rotate to other locations, as needed. Our largest locations are both in Brighton.

**UR Cardiac Care - Southern Tier Cardiology - Registered Nurse, Level II (243090)**

Perdiem position available. Will require travel to other regional offices as needed.

Clinical RN position needed for growing regional offices. Primary role to ensure smooth clinical operation and patient flow. Is primarily responsible for maintaining standards of care and patient satisfaction, and for coordination and provision of proficient care in a remote location. Maintains current knowledge in the subspecialty of Cardiology. Cardiac testing experience preferred. Assists in clinical area with patient flow, teaching, telephone triage and demonstrated ability to work as a member of team. Demonstrates accountability in the conduct of all duties. Requires a Diploma, Associate or Bachelor’s degree from an accredited Nursing Program and an active New York State RN license in good standing. Applicants will have a minimum of 6-12 months of RN experience. This position assumes the charge nurse role, actively participates in office/service activities, supports co-workers, and assesses office needs. Can involve travel between Geneseo, Leroy, Dansville and Wellsville.

**UR Orthopaedics at Highland Hospital - Registered Nurse, Level II (247286)**

FT position available, primarily days, 8 hours shifts.

RN to work in a busy Orthopaedic practice. Responsibilities include direct care of ambulatory Orthopaedic pts, brace fitting, setting up and assisting with procedures, suture staple removal, medication administration, patient and staff education, charge nurse duties, JC preparation and performance improvement activities. Must be able to work in a very fast paced environment, able to multitask and lead a team in providing optimal patient care and throughput. Able to represent the strong commitment with staff and patients. NYS license and a minimum of three years of experience is required. Prior experience in ambulatory care and/or Orthopaedics is preferred.

**Urology - Outpatient Department at Sawgrass - Registered Nurse, Level II (241926)**

PT (24) position available, Monday – Friday – 8:00 AM – 5:30 PM (variable hours)

Exciting opportunity to join the Ambulatory Urology Department at our offsite locations. Fast paced clinical and procedural areas serving the outpatient population is seeking a motivated RN to join their team. Collaborate with an interdisciplinary team to deliver complex, safe, and efficient care to patients and their families. Interested candidates should have excellent communication skills, a desire to teach and educate patients, and the ability to function in a fast-paced collaborative environment. At least 2 years of relevant nursing experience preferred, NYS licensure required.
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**Urology Clinic - Level II (246400)**

FT position available (40 hours), 9 AM-5:30 PM

For the Department of Urology provides patient care in collaboration with medical, clinical and office staff of SMH Urology department for clinical services. Primarily phone management. Will have to travel between various off site offices for clinical coverage on an as needed basis. Responsibilities include: Primarily telephone triaging; For clinical coverage responsibilities are working with clinical team to assure patients are seen promptly; prepare patient for office visit; obtains urines for analysis (both dipstick and microscopic evaluation); prepare patients for procedures; assist physician/midlevel with procedure and other duties as assigned. Require strong communication and teaching skills to meet needs of patient. Applicant must be flexible to meet the needs of growing practice. 1 year experience.

**Cardiovascular Nursing**

**4-2800 - Cardiac Intensive Care (CICU) - Level II (247982)**

FT positions available, D/E/N, 8 & 12 hour shifts, holidays and weekends per unit policy

The Cardiac Intensive Care Unit offers a unique and exciting opportunity for new graduate and experienced nurses alike. Our team provides state of the art "Heart Care" to all of Upstate and the North Country. Our unit specializes in patients requiring mechanical circulatory support devices, high risk cardiac surgery, left ventricular assist devices as well as heart transplants. Nurses in the CICU are supported by 24/7 coverage of advanced practice providers creating a strong relationship with opportunities for developing critical thinking skills and autonomy. With our established Acute Shock program, nurses in the Cardiac Intensive Care Unit are trained to manage patients requiring mechanical circulatory support devices including Impella, Intra-Aortic balloon pump, and Extracorporeal Membrane Oxygenation (ECMO). Nurses in the Cardiac Intensive Care Unit have the unique opportunity of joining the Adult Critical Care Transport Team and Acute Shock Team. Our nurses are prepared to care for this highly specialized patient population through a one-of-a-kind orientation process proven to foster successful nurses. Our hospital has been recognized with the Center of Excellence Gold level for Excellence in Life Support for patients requiring ECMO by the national Extracorporeal Life Support Organization (ELSO). Don't miss the opportunity to be a member of this growing multidisciplinary team.

**41600 - UR Medicine Cardiac Care - Registered Nurse-Level I-II (248023)**

FT/PT positions available. D/E/N 8 and 12 hour shifts, holidays and weekends

Exciting opportunities await RN's with an interest in pre and post operative cardiac care. This unique arrangement will allow patients to experience a multitude of services while remaining on one unit with a core team of nurses. Individuals must demonstrate flexibility while working with a multidisciplinary team in a fast paced environment. The ideal candidates must exhibit strong critical thinking, assessment and communication skills. Come join a team that takes pride in patient-family centered care and teamwork values.
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**43400 - Cardiac Transplant Unit - Level I - II (248009)**

FT positions available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Exciting opportunities awaits RNs with an interest in Cardiology and innovative technology specific to the care of the cardiac patient. Work closely with a multidisciplinary team to provide care for patient with advanced heart failure, heart transplants candidates and recipients, and LVAD therapy. If you are team oriented, enthusiastic, flexible, and organized, come join our team! New graduates welcome.

**43600 - UR Medicine Cardiac Care - Registered Nurse, Level I - II (241064)**

FT/PT positions available, D/E/N 8 and 12 hours shifts, holidays and weekends.

Exciting opportunities await RN's with an interest in pre and post operative cardiac care. This unique arrangement will allow patients to experience a multitude of services while remaining on one unit with a core team of nurses. Individuals must demonstrate flexibility while working with a multidisciplinary team in a fast paced environment. The ideal candidates must exhibit strong critical thinking, assessment and communication skills. Come join a team that takes pride in patient-family centered care and teamwork values.

**7-1400 - NEW ACE (Acute Care for Elders) Unit - Level I - II (247989)**

Full time position, D/E/N, Holiday and Weekends per Unit policy.

Opportunity for new graduates to become part of the exciting opportunities for nursing at UR Medicine. The nurse residency program is designed to assist the graduate nurse to transition to a competent professional nurse within two years. This new unit will provide specialized multidisciplinary care to a range of adult patients while offering exposure to a variety of medical diagnoses. The ACE model of care is centered on the core components of patient centered care, proactive restorative activities, nurse driven care planning and comprehensive care transition planning. The unit offers opportunities for professional growth while working with physician teams, social workers, PT & OT and others in a team focused environment. The ideal candidate has enthusiasm for learning and working in a team.

**7-1400 - NEW ACE (Acute Care for Elders) Unit - Level III (247990)**

Full time position, D/E/N, Holiday and Weekends per Unit policy, or Weekend program.

Opportunity for experienced nurses to become part of the exciting opportunities for nursing at UR Medicine. Experienced RN's may explore advanced roles and projects in support of the unit such as; Safety Nurse, Regulatory Champion, Unit Council chair, Behavioral Support champion, Wellness Champion and others. This new unit will provide specialized multidisciplinary care to a range of adult patients while offering exposure to a variety of medical diagnoses. The ACE model of care is centered on the core components of patient centered care, proactive restorative activities, nurse driven care planning and comprehensive care transition planning. The unit offers opportunities for professional growth while working with physician teams, social workers, PT & OT and others in a team focused environment. The ideal candidate has enthusiasm for learning, working in a team, and excellent communication skills. The educational requirements for CAS Level
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III must be met.

7-1400 - NEW ACE (Acute Care for Elders) Unit - Straight Shifts Evening or Night - Level II (247991)

Full time position, E/N, Holidays and Weekends per unit policy

Opportunity for RN's to become part of the exciting opportunities for nursing at UR Medicine. The unit provides multidisciplinary care to a range of adult patients while offering exposure to a variety of medical diagnoses. The ACE model of care is centered on the core components of patient centered care, proactive restorative activities, nurse driven care planning and comprehensive care transition planning. The unit offers opportunities for professional growth while working with physician teams, social workers, PT & OT and others in a team focused environment. The ideal candidate has enthusiasm for learning and working in a team.

7-1400 - NEW ACE (Acute Care for Elders) Unit - WEEKEND PROGRAM - Level II (247992)

Full time position, D/E/N, Holiday and Weekends per program

Opportunity for RN's to become part of the exciting opportunities for nursing at UR Medicine. The unit provides multidisciplinary care to a range of adult patients while offering exposure to a variety of medical diagnoses. The ACE model of care is centered on the core components of patient centered care, proactive restorative activities, nurse driven care planning and comprehensive care transition planning. The unit offers opportunities for professional growth while working with physician resident teams, social workers, PT & OT and others in a team focused environment. The ideal candidate has enthusiasm for learning and working in a team.

Advanced Heart Failure Program (Cardiology Nursing) - Triage Nurse - Registered Nurse, Level III (247303)

Per Diem position available, primarily days.

Under the general guidance of the practice physicians and advanced practice providers, the RN is primarily responsible for care and coordination of Advanced Heart Failure patients in the outpatient setting. Serves as an important liaison for the Interdisciplinary team and community agencies. Facilitates patient transition from inpatient hospitalization and works closely with heart failure care coordinators. Performs direct patient care duties, patient education and triages patient phone calls. Maintains current knowledge of medical diagnoses and therapeutics in the subspecialties of Cardiology, LVAD therapy and heart transplant. Current Registered Nurse licensure, ACLS and CPR Certifications required. 3 year's experience desired; with at least 2 of those in cardiology. Requires excellent clinical, communication and organizational skills. Requires multitasking and critical analysis. Must be able to function independently within the limits of the position. Demonstrated ability to work as a member of a team.
Available Positions

**Cardiac Cath/EP Lab - EP Nurse Specialist - Registered Nurse, Level II (241287)**

FT positions available (36 or 40 hours available). Primarily days with some late/evening responsibilities.

Become part of an exciting procedure team caring for patients with electrophysiological conditions. Work directly with physicians on cardiac ablations using heart mapping and stimulation technology to identify and treat cardiac arrhythmias. Learn extensively on heart mapping equipment and cardiac anatomy. Provide direct patient care for device implants as well as expert level understanding of pacemaker and ICD technology. Critical care experience or applicable medical/surgical experience required, EP experience preferred but not required.

**Cardiac Cath/EP Lab - Registered Nurse - Level I - II (236290)**

FT positions available (40 hours), Primarily days with on call responsibilities (must live within 30 minutes of the hospital).

Become part of an exciting procedure team caring for patients with cardiac and vascular conditions. This is a growing field focused on the treatment of vascular, electrical conduction, coronary disease, and structural heart diagnosis. Responsibilities include direct patient care and procedural support in acute and non-acute situations in a dynamic setting. Critical care experience or applicable medical/surgical experience required.

**Cardiac Cath/EP Lab Holding Area - Registered Nurse - Level I - II (236289)**

FT/PT positions available. Primarily week days with some late and night responsibilities.

Join an exciting professional multidisciplinary team involved in the care of patients with cardiac and vascular conditions. Our fast-paced expanding fields include the treatment of patients with vascular, electrical conduction, coronary diseases, and structural heart diagnosis. Responsibilities include providing direct patient care and procedural support in acute and non-acute situations. We provide dynamic pre and post procedure care as well as PACU recovery. Benefit of shift flexibility with minimal off shift requirements. Critical care experience or applicable medical/surgical experience required.

**Cardiac Cath/EP Lab Holding Area - Registered Nurse - Level II (236286)**

FT/PT position available, nights, 12 hours shifts (630 pm to 0700 am).

Join an exciting professional multidisciplinary team involved in the care of patients with cardiac and vascular conditions. Our fast-paced expanding fields include the treatment of patients with vascular, electrical conduction, coronary diseases, and structural heart diagnosis. Responsibilities include providing direct patient care to patients requiring overnight observation post procedure.

**Dialysis (Acute Unit) - Registered Nurse - Level II (235941)**

FT position available D/E Holiday, weekend and on call per unit policy

Seeking motivated individuals to join UR Dialysis providing inpatient acute hemodialysis to a wide variety of medical and surgical inpatients on three campuses (Strong Memorial, Highland Hospital and FF Thompson). Dedication to teamwork,
Available Positions

Strong communication skills are essential. Previous dialysis experience is desirable. Primarily Days and evenings with overnight on call responsibilities.

**Dialysis (Acute Unit) - Registered Nurse - RESIDENCY OPPORTUNITY - Level I (235939)**

D/E, Night with on-call responsibility

This is a unique opportunity for new graduate nurses or nurses with less than a year experience who are interested in hemodialysis. A brand new residency program of six months will prepare the new nurse to care for hospitalized acute patients who require hemodialysis treatments. The resident will be exposed to learning opportunities for a wide range of medical and surgical patients to build their lifelong foundation of nursing experience. The residency program will be based at the dialysis unit at Strong Memorial Hospital but could include learning opportunities at our other affiliate hospital inpatient dialysis sites (F.F. Thompson and Highland Hospital). Dialysis nursing is primarily Day/Evening for 6 days a week with on call requirements.

**UR Cardiac Care Flex Team - Registered Nurse - Level II (248000)**

FT, PT and Per Diem positions available. D/E/N weekends and holidays as required. Straight Night and Evening shifts available.

Unique offering to explore the rewarding nursing care of cardiac patients throughout our Cardiac Care service line with opportunity for professional growth as well as advanced clinical skill building. Patient populations include the continuum of pre-procedural to post-surgical care of patients with varied cardiovascular and thoracic disease states including advanced heart failure and mechanical circulatory support. Flex team members generally complete an eight week assignment on one of our units. Successful candidates will demonstrate flexibility, critical thinking, excellent communication and organizational skills and willingness to work in variable settings and teams. Orientation to the units and new populations are provided. One year of adult med surg or cardiac experience required. ICU experience is a plus. Opportunities for clinical advancement are supported and encouraged. Ask about the potential options for special scheduling arrangements.

**UR Cardiac Care Flex Team - Registered Nurse - Level III (247994)**

FT, PT and Per Diem positions available. D/E/N weekends and holidays as required. Straight Night and Evening shifts available.

Unique offering to explore the rewarding nursing care of cardiac patients throughout our Cardiac Care service line with opportunity for professional growth as well as advanced clinical skill building. Patient populations include the continuum of pre-procedural to post-surgical care of patients with varied cardiovascular and thoracic disease states including advanced heart failure and mechanical circulatory support. Flex team members generally complete an eight-week assignment on one of our units. Successful candidates will demonstrate flexibility, critical thinking, excellent communication and organizational skills and willingness to work in variable settings and teams. Orientation to the units and new populations are provided. One year of adult med surg or cardiac experience required. ICU experience is a plus. Opportunities for clinical advancement are supported and encouraged. Ask about the potential options for special scheduling arrangements.
Available Positions

Critical Care Nursing

3-1800 - Kessler Family Burn/Trauma ICU - Registered Nurse, Level II (239970)
FT positions available. D/E/N & D/N, 8- and 12-hour shifts, holidays and weekends per unit policy

The Burn Trauma Intensive Care Unit is a fast-paced challenging Level I Trauma Unit seeking motivated and ambitious Registered Nurses to join our team. Our patient population consists of critically ill trauma/head trauma, burn, and surgical patients. The candidate must demonstrate strong critical thinking skills, great communication and organization skills, and work collaboratively with a multidisciplinary team. Qualifications: RN with one-year acute care experience preferred.

32800 - Kessler Burn Trauma Step-Down Unit - Registered Nurse-Lvl I-II Inpt (235892)
FT positions available. D/E/N rotation, 8 and 12 hour shifts, holidays and weekends per unit policy.

The Burn Trauma Step Down unit strives for excellence in patient-family centered care in those recovering from burn injuries, poly-trauma, and progressive level of care for medical, surgical, and neuro patients. We provide holistic care to the critically injured burn patient and those with severe trauma/head injuries from the point of injury to long-term care. As a progressive care unit, we also provide care for patients with complex needs or require higher level of oxygenation and close monitoring. The candidates must be a strong team player and able to demonstrate critical thinking, problem solving, communication, organization/priority setting and time management skills.

71600 - Medical ICU Unit - Registered Nurse, Level I (248300)
FT positions available, D/E/N 8 and 12 hours shifts, holidays and weekends

Excellent opportunity to join a developing team for a newly opened Medical ICU that will focus on critically ill adults requiring a high degree of specialized nursing and medical care. Patient diagnosis includes neurological conditions, renal failure, liver failure, overdoses, complications of diabetes (DKA), sepsis, cardiac events complicated by multiple medical diagnoses, pregnancy complicated by medical diagnoses, and medical oncology emergencies. We are seeking motivated team individuals that are dedicated to patient and family centered care as they practice excellent clinical skills in a multidisciplinary environment. Enthusiasm, flexibility and the ability to adapt to change as the unit is created is a must.

71600 - Medical ICU Unit - Registered Nurse, Level II (241076)
FT/PT positions available, D/E/N 8 and 12 hours shifts, holidays and weekends

Excellent opportunity to join a developing team for a newly opened Medical ICU that will focus on critically ill adults requiring a high degree of specialized nursing and medical care. Patient diagnosis includes neurological conditions, renal failure, liver failure, overdoses, complications of diabetes (DKA), sepsis, cardiac events complicated by multiple medical diagnoses, pregnancy complicated by medical diagnoses, and medical oncology emergencies. We are seeking motivated team individuals that are dedicated to patient and family centered care as they practice excellent clinical skills in a multidisciplinary environment. Enthusiasm, flexibility and the ability to adapt to change as the unit is created is a must.
Available Positions

**81200 - Neurocritical Care Nurse Residency Program - Registered Nurse, Level I (245929)**

FT position, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy

The Neurocritical Care Nurse Residency is a six-month program designed to support nursing school graduates as they transition into their first professional role as a bedside clinician in the critical care setting. The primary diagnoses seen on this state-of-the-art unit includes traumatic brain injury, aneurysm, stroke and other critical neurologic pathologies. This program provides foundational and neuro specific course work designed to assist the learner in developing the clinical and leadership skills necessary for the advanced beginner nurse to become a successful part of the health care team. Candidates will exhibit an ability to work with a multidisciplinary team in a fast-paced challenging environment, as well as demonstrate strong critical thinking, communication and organizational skills and ability to remain current in knowledge of critical care.

**81200 - Neuromedicine ICU and Mobile Stroke Transport Unit - Registered Nurse, Level II (244730)**

FT position available, D/E/N, weekends as needed, primarily days in MSU

This position is a great opportunity to work in a dual model position, supporting two areas, while gaining and maintaining expert experience with outpatient Mobile Stroke Transport and the inpatient Neuromedicine ICU population. The Mobile Stroke Transport RN is a member of a multi-disciplinary team functioning in the pre-hospital setting to expedite the care of patients with suspected stroke. Clinical duties include responding to suspected stroke calls in the community as part of an emergency medical response team, performing NIH stroke scale, communicating with stroke physician via telemedicine, administration of medications. Participate in equipment maintenance, quality improvement reviews, and ongoing program development. The new state-of-the-art Neuromedicine ICU patient focus is neurosurgical, interventional neurology, and medical neurology. Diagnosis includes traumatic brain injury, aneurysm, stroke, and other critical neurologic pathologies. Strong applicants will have at least 3 years of neuroscience critical care or emergency department experience and excellent communication skills.

**81400 Surgical Intensive Care Unit - Registered Nurse-Level II (248016)**

FT/PT positions available. D/E/N 8 or 12 hour shifts, holiday and weekends; limited on call responsibilities per unit policy

Join our team as a specialized surgical intensive care, critical care nurse. We are a 14 bed unit caring for patients pre and post-surgical intervention for liver/kidney/pancreas transplants, thoracic, abdominal, GI, vascular, urology and ENT surgeries. You will gain new skills or utilize your current advanced and dynamic skills to help manage critically ill patients and those requiring acute, life-saving interventions with a collaborative, interdisciplinary team of providers. Looking for a motivated, passionate nurse ready to work in a face paced environment with strong interpersonal and assessment skills. New graduates welcome.
Available Positions

**81600 - Medical Intensive Care - Registered Nurse, Level II (241072)**

FT positions available. D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

This unit is a Medical Intensive Care Unit whose primary focus is critically ill adults requiring a high degree of specialized nursing and medical care. Patient diagnosis includes neurological conditions, renal failure, liver failure, overdoses, complications of diabetes (DKA), sepsis, cardiac events complicated by multiple medical diagnoses, pregnancy complicated by medical diagnoses, and medical oncology emergencies. Qualifications: RN with one year acute care experience, able to work collaboratively with a multidisciplinary team in a dynamic, fast-paced, challenging environment.

**83400 - Medical Intensive Care Unit MICU - Registered Nurse, Level II (241074)**

FT Position, D/E/N 12 hour shifts, holidays and weekends required per unit policy, on-call responsibilities.

Teamwork oriented, high energy unit specializing in pulmonary care, mechanical ventilation liberation, and management of complex medical conditions. Patient diagnoses include acute/chronic respiratory failure, COPD, asthma, pneumonia, sepsis management, DKA, renal failure, and various neurological manifestations. Qualifications: RN with one year acute care experience, BSN or matriculation in BSN program preferred. Candidates must demonstrate positive attitude, strong critical thinking skills, and be able to work collaboratively with a multidisciplinary team in a dynamic, fast-paced environment. New graduates considered.

**83600 - Surgical Intensive Care - Registered Nurse, Level II (241077)**

FT/PT positions available. D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

This unit is a Surgical Intensive Care Unit whose primary focus is critically ill surgical patients who require a high degree of specialized nursing and medical care. The patient population includes Liver Transplant, End-stage Liver Disease, Vascular, ENT, Urology, GYN and Gastric Surgery. Qualifications: RN with one year acute care experience, able to work collaboratively with a multidisciplinary team in a dynamic, fast-paced, challenging environment. Demonstrates strong interpersonal and assessment skills. Experience with innovative quality patient care, education and research. Comfortable with new challenges in a dynamic critical care environment.

**Adult Critical Care Internal Transport Team - Registered Nurse-Level II (229008)**

FT position available (36 hours), Day/Evening, 12 hour shifts, holidays and weekends per unit standard

Exciting opportunity to work with a multidisciplinary team designed to address the urgent needs of adult critically ill patients. Will be responsible for traveling with critical patients and assisting with unstable patients in the critical care service. Excellent communication skills are required for team collaboration/interfacing, as well as supporting patients and families. Will be home based on an adult ICU with requirements for scheduling on both the unit and the transport team. ACLS certification required CCRN certification and 1 year ICU experience preferred.
Available Positions

**Critical Care ICU - Nurse Residency Program - Surgical Track (hiring now for March 2024 start) - Registered Nurse, Level I (245587)**

FT position, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy

Adult Critical Care Nurse Residency Program is a twelve-month program designed to support nursing school graduates as they transition into their first professional nursing role. The program consists of a series of work and learning experiences that emphasize and develop the clinical and leadership skills necessary for the advanced beginner nurse to become a successful part of the critical care health care team. The Surgical Track consists of NeuroMedicine ICU (8-1200), Burn/Trauma ICU (3-1800), and Surgical ICU (8-3600 and 8-1400).

**ICU - Critical Care Nurse Residency Program Medical Track - Level I (241944)**

FT position, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy

Adult Critical Care Nurse Residency Program is a twelve-month program designed to support nursing school graduates as they transition into their first professional nursing role. The program consists of a series of work and learning experiences that emphasize and develop the clinical and leadership skills necessary for the advanced beginner nurse to become a successful part of the critical care health care team. The Medical Track consists of Medical ICU (8-1600, 7-1600, and 8-3400).

**ICU Flex Team - Registered Nurse, Level II (241075)**

FT positions available, D/N, 12 hour shifts, weekends and holidays per unit policy

This dynamic position requires the ability to work in a fast-paced environment with changing priorities. The position offers exposure to a variety of ICU specialties which include MICU; SICU; Burn/Trauma ICU; Neuromedicine ICU; Respiratory Special Care and Surgical Progressive Care. Develop a diversified skill base and ability to remain current in knowledge of critical care. The successful candidates will be able to demonstrate strong critical thinking, communication and organizational skills. Must have 2 years of acute care experience.

**Mobile Stroke Transport Unit - Registered Nurse, Level II (241065)**

Per diem position available, D/E/N, weekends as needed, primarily days

The Mobile Stroke Transport RN is a member of a multi-disciplinary team functioning in the pre-hospital setting to expedite the care of patients with suspected stroke. Clinical duties include responding to suspected stroke calls in the community as part of an emergency medical response team, performing NIH stroke scale, communicating with stroke physician via telemedicine, administration of medications. Participate in equipment maintenance, quality improvement reviews, and ongoing program development. Strong applicants will have at least 3 years of neuroscience critical care or emergency department experience and excellent communication skills.
Available Positions

Emergency Nursing

**ED Observation/Transition Unit - Registered Nurse-Level I - II (248010)**

FT positions available, D/E/N, 8 & 12 hour shifts, weekends and holidays per unit policy.

The Observation unit cares for adult patients needing additional observation to determine if the patient's condition is serious enough for admission to the hospital or if the patient can be treated and released home safely. The Observation unit is a very fast paced environment that turns over 20 to 27 patients per day, with an average length of stay of 27 hours. The unit has 24/7 provider coverage. One-year recent acute med/surg experience preferred. Flexibility, enthusiastic and willing to care for a varied patient population in a changing environment! Effective communication skills are essential.

**Emergency Department - Registered Nurse-Level II (248012)**

FT/PT positions available. D/E/N, 8 &12 hour shifts, holidays and weekends, on call responsibilities.

The Frank and Caroline Gannett Emergency Center is a fast-paced ED, a state-of-the-art facility that manages more than 100,000 visits a year and is one of the busiest trauma centers in the country. It is the only Level I trauma hospital in the area. The staff is responsible for treating a diverse patient population for everything from splinters to strokes to traumatic injuries. It's a challenging job with powerful payback: the satisfaction of knowing you made a difference in the lives of patients and families. Minimum of one year experience in an acute care setting. Provide direct care to patients across the age spectrum in a fast paced collaborative environment. Demonstrates good interpersonal skills, strong prioritization and organizational skills, flexibility and clinical competence.

**Emergency Medicine Service Nurse Flex Team - Registered Nurse, Level II (241080)**

FT Position, D/E/N

Dynamic new position to work across multiple Emergency Medicine Service areas including SMH ED, SMH ED Obs Unit, Strong West ED, and 6 Urgent Care locations. A team oriented and independent RN to work 6 week assignments to augment staffing in designated areas. Direct patient care navigating the patient encounter with patient triage, treating a diverse population (including pediatric) for everything from splinters to strokes to traumatic injuries, and coordination of care. Must possess strong assessment and organizational skills and excellent communication. The candidate must be able to demonstrate flexibility, the ability to work in a fast paced environment, and be flexible to the changing needs of the assignment. Critical care experience preferred. BLS, ACLS, & PALS.

**Emergency Nursing Residency Program - Registered Nurse-Level I (238077)**

FT position available, D/E/N, 8 and 12-hour shifts, holidays and weekends per unit policy, on-call responsibilities.

Adult Emergency Service line has positions in the Adult ED, Observation Units, and Emergency Flex Team Provide direct care to patients in a fast-paced challenging environment working for the region's only level one trauma center and the leader for emergency care services. Candidates must demonstrate top-notch interpersonal skills, effective communication, strong prioritization, and organizational skills. During the residency, candidates will be provided didactic, simulation, and hands-on
Available Positions

clinical training on a wide variety of clinical skills and medical conditions. Schedule flexibility is a must. Candidates will shadow in both the ED and ED OBs, will interview with leaders and educators from Adult ED, Observation, and Flex Team together in one interview, Opportunities for job offers from each area.

**G1600 - ED Observation - Registered Nurse, Level II (244162)**

FT/Per Diem positions available, D/E/N, 12 hours shifts, weekends and holidays per unit policy.

Unit recently moved to G-1600, Dynamic opportunity for an experienced RN to utilize all the skills within their scope of practice while caring for a diverse adult population of both emergency observation and admitted boarding patients. These patients will range from short stay to full admissions. This is a fast-paced environment requiring flexibility and great communication and collaboration skills.

**G1600 / ED Observation 2 - Nurse Residency Program - Registered Nurse-Level I (248024)**

ED Observation 2 Department Residency FT position available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy, on-call responsibilities.

Provide direct care to adult/geriatric patients in a fast-paced environment. Opportunity to care for a wide variety of diagnosis from Observation to Med-Surg level of care. Must demonstrate good interpersonal skills, effective communication, prioritization and organizational skills. During the residency you will be under the direct supervision of a Registered Nurse for 3 months along with didactic classes to reinforce the learning. (Must be flexible with scheduling). After one year, opportunity to work in main adult ED.

**Strong West Emergency Department - Brockport Location - Registered Nurse, Level II (248624)**

Full-time positions available. D/E/N. 8- & 12-hour shifts, holidays and weekends, on call responsibilities.

Strong West Emergency Department is a fast-paced free-standing ED that manages 20,000 visits a year. Staff is responsible for treating a diverse patient population for everything from minor complaints to strokes to traumatic injuries. Our focus is on patient centered care with dedicated and caring professionals working as a team to deliver the best for the people we serve. If you're interested in a health system that's both growing and award-winning, serving a community that provides the best of both city and rural life, we invite you to join our team as a Registered Nurse. Minimum of one-year experience in an acute care setting. Provide direct care to patients across the age spectrum in a fast-paced collaborative environment. Proactive nurse that demonstrates good interpersonal skills, strong prioritization and organizational skills, self-motivation, flexibility and clinical competence. Schedule flexibility is a must. Candidates will shadow and interview with leaders and educator at Strong West.

**University of Rochester Urgent Care - rotate to all Monroe County Locations - Level II (248006)**

FT positions available. Open daily 9:00 a.m. to 9:00 p.m. weekends and holiday hours per policy.

Treat patients with minor illnesses and injuries. Care for patients collaboratively with advanced practice practitioners and/or
Available Positions

attending physicians. Flexibility, enthusiasm and a willingness to care for a diverse patient population in a fast paced environment are required. Effective communication skills are essential. This position is perfect for a self-motivated, proactive nurse who has highly effective critical thinking and prioritization skills. One-year acute med/surg or Emergency Department experience preferred. Will be required to float to all urgent care locations. Requires NYS RN license.

Imaging Science

**Adult Vascular Access Specialist - Imaging Sciences - Registered Nurse, Level I - II (247881)**

Full-time position available, Permanent Evenings / Overnight 10 hour shifts, holidays per unit policy.

This RN role provides effective and efficient direct care to patients with varied and complex needs from many diverse services throughout the medical center. We are looking for a motivated candidate to join our team who has excellent communication skills, works well both within a team dynamic and independently, is a patient-centered critical thinker, able to multitask, be goal oriented, and willing to grow. The AVAS RN is a Registered Nurse who inserts and monitors PICC, Midlines, ultrasound guided extended dwell catheters, and ultrasound guided PIVs. RN will act as a resource to medical center staff regarding vascular access line therapy and IV assessment, products, procedures, and assist with difficult IV access patients when needed. This position also performs QA, chart audits, monitoring, and follow-up with staff and physicians to ensure quality health outcomes through patient-centered care and industry standard compliance. The role includes serving as charge nurse, preceptor to students or new employees, and assisting in the education of other medical center staff as needed. Candidate will be expected to participate in daily team check ins, respond to patient consults, insert PICC, Midlines, Ultrasound guided extended dwell, and PIV catheters throughout the hospital, maintenance of central and vascular access, trouble shooting, and continual education to patients, family, and staff nurses regarding line preservation and CLABSI prevention. Special qualifications: BSN.

**East River Road Adult Outpatient Imaging - Registered Nurse, Level II (248442)**

Full Time positions available, day/evening, 8- & 10-hour shifts, occasional weekends no holidays, no on call. Will consider straight evening shift 1:30p - 10p, Monday thru Friday

We have an exciting opportunity to be a part of the Ambulatory Imaging Sciences nursing team for an RN with at least 1 – 2 years of acute care experience. This dynamic position requires the ability to work in a fast-paced environment with changing priorities and provides exposure to a variety of radiologic specialties which include CT, MRI, PET, Nuclear Medicine, Ultrasound and Vascular Interventional Radiology. Develop a diversified skill base and ability to remain current in the knowledge of radiologic nursing. Critical Care, PACU or ED experience preferred. ACLS desirable and required within 1 year.

**Imaging Sciences - Diagnostic Radiology - Registered Nurse - Level II (236482)**

FT position available, D/E/N, 8 & 12 hour shifts, holidays and weekends per unit policy.

Exciting opportunity for nurses who want to work in the high energy environment of Diagnostic Imaging. We specialize in
Available Positions

providing care for patients undergoing CT scans, MRI's, Nuclear Medicine scans, X-ray and ultrasound. Good communication skills, as well as the ability to critically think are essential. If you are team oriented, enthusiastic, flexible and organized, come join our team! Medical/Surgical and telemetry experience preferred.

**Imaging Sciences - Interventional Radiology - Registered Nurse, Level I - II (247985)**

FT/Per Diem positions available, D/E with night call (2-3 nights/6 week time block), 10 hour shifts, (must live within 30 minutes of hospital for on-call).

Exciting opportunity to work as part of Critical Care in a fast paced environment, providing direct patient care to adult and pediatric in-patients undergoing interventional procedures (biopsies, embolization, ablations and other image guided therapies). This role includes care delivery during the pre, intra, and post moderate sedation/procedural periods. Must be able to demonstrate strong critical thinking, communication, collaboration and organizational skills. New grads welcome. ACLS desirable and required within 1 year.

**Imaging Sciences at Ambulatory Orthopaedic Center (AOC) - Registered Nurse, Level II (245923)**

FT Evening until 10 pm (10 hour shifts). Weekend coverage as needed.

We specialize in providing care for patients undergoing CT, MRI, and ultrasound. Applicants should have an interest in working in a multidisciplinary team setting focused on teamwork and possess excellent communication and problem-solving skills. Strong IV skills and access device skills are preferred, BLS is required.

**Imaging Sciences at Strong West - Radiology - Registered Nurse, Level II (244858)**

FT position available, D/E, 8 hour shifts, weekdays; no weekends, no holidays.

Exciting opportunity for a team-oriented RN to be a part of the Imaging Sciences nursing team at Strong West. You will be part of an interdisciplinary clinical team providing care to Emergency Department and outpatients undergoing diagnostic studies, including MRI, CT, Ultrasound, Mammography, and DEXA Scans. Must possess strong assessment, communication, and IV and CVC accessing skills. Ability to prioritize and organize delivery of patient care needs in a fast-paced environment. Minimum of 1 – 2 years acute care experience required.

**Imaging Sciences at UMI - Registered Nurse, Level II (247573)**

PT (20) D/E

It is an exciting opportunity to be a part of the Ambulatory Imaging Sciences nursing team for an RN with at least 1 year of acute care experience. This dynamic position requires the ability to work in a fast-paced environment with changing priorities and provides exposure to Diagnostic Imaging specialties. We specialize in providing care for patients undergoing CT scans, MRI's, Nuclear Medicine scans, X-ray and ultrasound. Applicants should have an interest in working in a multidisciplinary team setting focused on team work, excellent communication skills, customer service experience, and strong interpersonal and problem-solving skills. Ability to remain current in the knowledge of radiologic nursing is required.
Available Positions

Imaging sciences, critical care, or ED experience preferred. BLS required.

**UR Imaging - Strong West and Batavia Locations - Registered Nurse, Level II (247283)**
Per Diem, D/E, Monday thru Friday.

We are seeking a self-motivated individual with excellent communication and organizational skills to support patient care needs at our Imaging sites at Batavia and Strong West. Between these two sites, the diagnostic imaging modalities of CT, MRI, Ultrasound, Dexascan, Mammography, and X-ray are available. Established skills at peripheral IV insertions and accessing CVC lines are required, along with the ability to adapt quickly to changing patient needs and the desire to continue to develop an imaging nursing knowledge base. Team players need only to apply! BLS required; 1 – 2 years acute care experience needed.

**Medical Surgical Nursing**

**21800 - Adult Admission Unit - Registered Nurse, Level I - II (241092)**

(20 bed unit) FT/PT and per diem positions available, D/E/N, weekends and holidays per unit needs

In-patient adult boarder unit with a focus on admissions with a 24-48 hour length of stay. Join a team of nurses that specialize in care for a diverse spectrum of acute and complex medical patients. This is an exciting, fast paced, rapid turnover unit where nurses demonstrate strong critical thinking and organizational skills. Provide direct care to patients across the age spectrum in a fast paced collaborative environment. Individuals must be creative, flexible, collaborative teamwork, motivated and possess excellent communication skills. New Graduates (level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year prior experience in acute care and plan for a two year commitment upon program completion.

**21800 - Inpatient Adult Admission Unit - Registered Nurse, Level I - II (240369)**

FT position, D/N

Patients arrive directly from the Emergency Department after they are admitted to inpatient adult Medicine. 21800 nurses care for the patient in their most acute phase of their hospitalization while they await transfer to their inpatient bed location within the main hospital. Please consider joining a team of nurses that specialize in care of a diverse spectrum of acute and complex medical patients. This is an exciting, fast paced unit where nurses learn to build strong critical thinking and organizational skills while working within a collaborative team with physicians, advanced practice nurses, social work, and support staff. Individuals must be flexible, collaborative, motivated, ready to learn, and possess excellent communication skills. New Graduates are eligible for the MedSurg Residency Program.

**5-1400 - Trauma - General Surgery - Registered Nurse, Level I - II (238143)**

FT/PT position available, D/E/N, 8 and 12 hour shifts, weekends and holidays per unit policy.
Available Positions

Trauma and general surgery consist of a diverse patient population. This specialty unit offers advanced learning opportunities amongst the medical/surgical field. These patients require specialized trauma care including complex wound care, various types of drains, and detailed assessments. Currently Included in the 25-bed unit is 1 progressive care bed with the intention to have a total of 6 progressive care beds in the near future. These step-down beds are for the more critical Trauma patients that require further hemodynamic monitoring. The trauma unit is a fast paced and evolving workplace where nurses demonstrate exceptional teamwork, great communication, strong critical thinking skills, and are able to collaborate effectively with all members of the healthcare team. New graduates are eligible for the Med/Surg residency program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurses must have less than one-year prior experience in acute care and plan for a two-year commitment upon completion of the residency program.

**6-3600 - Acute Medicine - Level I - II (247986)**

FT/PT positions available. D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

New graduates and experienced nurses welcome! An exciting opportunity awaits as you start a new career on an acute medicine unit! This is a fantastic unit to learn about varying disease processes while utilizing your nursing and critical thinking skills. 6-3600 cares for a diverse set of patients while specializing in the adult eating disorder population. New Graduates (Level 1) are eligible for the Med/Surg Residency Program. Nurse must have less than one-year prior experience in acute care and plan for a two-year commitment upon program completion. The residency program is designed to assist the graduate nurse to successfully transition to a competent, professional nurse. We are looking for nurses who are collaborative and have high patient care standards. We pride ourselves as having the highest retention rate and would like you to be a part of our team! This unit values diversity, shared governance decision making, committee representations, opportunities for advancement, and has an active unit council. Flexibility, enthusiasm and willing to care for a varied patient population in a changing environment is a must! We look forward to having you join our team!

**61400 - Acute Medicine Unit - Registered Nurse, Level I-II (241094)**

FT positions available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

New Graduates (Level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year prior experience in acute care and plan for a two year commitment upon program completion. Opportunity to work as part of an all RN model of care team, specializing in care of a diverse spectrum of acute and complex medical patients. Become part of a dynamic, collaborative care team focused on providing high quality care. Recent acute care experience is helpful; experience with diverse patient populations is a plus. New graduate nurses are welcome! Excellent communication skills, flexibility, creativity, collaborative teamwork, open mindedness for change and a positive attitude a must!

**61600 - Acute Medicine Unit - Registered Nurse-Level I-II (248026)**

FT positions available, D/E/N with 8 & 12 Hour shifts, holidays and weekends per unit policy
Available Positions

An Acute Medicine Unit that cares for a diverse patient population that offers great learning experiences across the medicine spectrum. Supportive team with multiple opportunities for advancement are offered here on 6-1600! There is an active unit council, several committee representatives & new pilot programs. Unit engagement and staff development are supported and encouraged. We are supported by our Hospital Medicine MDs alongside our Advanced Practice Providers (NPs and PAs). New Graduates (Level 1) are eligible for the Medical/Surgical Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year prior experience in acute care and plan for a two year commitment upon program completion. We welcome new grads as well as experienced RNs that have excellent communication skills, flexibility, enthusiasm and want to part of a great team!

63400 - Acute Medicine Unit - Registered Nurse, Level I - II (241097)
FT positions available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

New Graduates (Level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year prior experience in acute care and plan for a two year commitment upon program completion. Opportunity to work as part of a team on a medical unit with nurses specializing in care of a diverse spectrum of acute and complex medical patients. Become part of a dynamic, collaborative care team focused on providing high quality care. Recent acute care helpful, experience with diverse patient populations a plus. New graduate nurses are welcome! Excellent communication skills, flexibility, creativity, collaborative teamwork, open mindedness for change and a positive attitude a must!

71200 - Thoracic and Surgical Specialty - Level I - II (247987)
FT position, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy

7-1200 offers an exciting opportunity for new graduates or experienced nurses with a special interest in surgical patients who are eager to learn. On our 25-bed unit, we care for a variety of different surgical patients including thoracic, foregut, and plastics, including care for burn patients. We have 2 step down beds for post-operative patients requiring more frequent monitoring. Additionally, we specialize in the management and care for Pulmonary hypertension patients through the Pulmonary Care Center at URMC, the only center in upstate New York and one of only four centers in NYS. On 7-1200, you will develop a diversified skill set working with a variety of medical equipment, tubes, lines, and drains. We take pride in our nursing culture and strive to maintain a positive working environment, supporting all team members to meet their professional and personal goals. Looking for candidates who exhibit critical thinking skills, strong communication, and a desire to learn and work as part of a team.

73400 - Solid (Liver and Kidney) Organ Transplant - Registered Nurse, Level I - II (241098)
FT/PT positions available, D/E/N, 8 and 12 hour shifts, holidays and week-ends per unit policy.

New Graduates (Level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year
Available Positions

prior experience in acute care and plan for a two year commitment upon program completion. Enjoy the opportunity to provide holistic care to the liver and kidney transplant population as well as general surgical patients. Challenging environment encourages strong organizational and time management skills. Must demonstrate good interpersonal and communication skills. We offer opportunities for nurses interested in CAS advancement, precepting, patient advocacy, QI activities, teaching, and the charge role. A positive attitude and an appreciation for teamwork a must.

73600 (previously 61200) - Acute Medicine - Registered Nurse, Level I - II (241060)
FT/PT positions available. D/E/N, 8 & 12 hour shifts, holidays and weekends, on call responsibilities.

New Graduates (Level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year prior experience in acute care and plan for a two year commitment upon program completion. This unit provides care to an adult population with a variety of medical diagnosis such as congestive heart failure, GI bleed, diabetes, alcohol and drug withdrawals, sickle cell disease, cardiac disease, renal and liver diseases, peritoneal dialysis and telemetry. While 6-1200 is a general medical unit- Peritoneal Dialysis is a subspecialty expertise that supports the entire institution.

Adult Med/Surg Flex/Float Team - Registered Nurse, Level II (241095)
FT/PT positions available. D/E/N, 8/12 hour shifts. Weekend program and straight off shift opportunities also available.

This team will offer exposure to a variety of medical and surgical specialties across the hospital, with potential opportunities across service lines to develop a diversified skill base. The Flex/Float team nurse will have a unique opportunity to assist with unit expansion and opening. Additional opportunities will be available for clinical ladder advancement, charge, and precepting. Assignments can vary from a daily floating to a 6-12 week assignment. Individuals must be creative, flexible, motivated, and possess excellent communication skills.

Adult Nursing Med/Surg Flex/Float Team - Registered Nurse, Level I-II (241096)
FT position available. D/E/N, 8 & 12 hours shifts – flexibility needed, Weekends and Holidays as required.

Exciting opportunity to become part of a dynamic, collaborative care team, responsible for the care of med/surg patients across 12 diverse units. This position is a great opportunity to work in a service-wide position, supporting all units, while gaining expertise with a variety of patient populations. This dynamic position requires the ability to work in a fast-paced environment with changing priorities. The successful candidates will be able to demonstrate strong critical thinking, communication and organizational skills. Extensive orientation provided, new grads welcomed. New Graduates (Level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year prior experience in acute care and plan for a two year commitment upon program completion.

Clinical Research Center - G5035 - Registered Nurse, Level II (242406)
Perdiem position available. Primarily days Monday-Friday with occasional evenings and nights. Weekends and holidays per
Available Positions

Exciting opportunity to be involved in facilitating cutting edge clinical research studies. Become part of a team that advances future medical care through the conduct of important clinical research. Perform clinical aspects of research studies involving infants, children, adults, and families. Responsibilities include: collection of clinical specimens, blood draws, specimen processing, investigational drug administration, and recording accurate data collection. The Clinical Research Center serves primarily outpatients, with occasional overnight study visits. One year minimum as an RN in acute care. Experience in IV and phlebotomy skills a plus. Pediatric experience helpful. Demonstrates flexibility, commitment to teamwork, excellent communication and organizational skills. Visit our website: https://www.urmc.rochester.edu/clinical-translational-science-institute/clinical-research/clinical-research-center/research-nursing.aspx.

Explorer Program: designed for newly graduated nurses (RNs) to provide an opportunity to explore 3 different units, this is a 9-week program (3 weeks on each unit) - RN 1, Inpatient (248858)

FT position available, D/E/N, 8- and 12-hour shifts, weekend and holidays per unit policy.

Gives applicants the opportunity to learn more about the areas you may be interested in working. The benefit of the program is to provide recent, or soon to be, graduates with flexibility to identify an area which interests them and ultimately retains beside nurses due to career satisfaction. The program consists of a series of work and learning experiences that emphasize and develop the clinical and leadership skills necessary for the advanced beginner nurse to become a successful part of health care team. Upon completing the 9 weeks will work with Nursing Recruitment to choose a permanent placement.

Neuro/Musculoskeletal Nursing

5-3400 - Orthopaedics - Level I - II (248004)

FT position available. D/E/N, 8 hour shifts, holidays and weekends per unit policy.

This unit specializes in Orthopaedic trauma, spinal surgery, and other elective Orthopaedic surgical diagnosis. As part of a department recognized for research and innovation, our Orthopaedic unit offers many opportunities for education and professional growth. Applicants must have excellent organizational, problem solving and communication skills. Nurses hired to this unit can expect to be part of an enthusiastic and fun team. Demonstrates good communication and problem solving skills. Ability to work as a team player.

51200 - Acute Rehabilitation and Physical Medicine - Registered Nurse, Level I - II (243414)

FT position available. D/E/N, 8- and 12-hour shifts, holidays and weekends per unit policy.

Exciting opportunity to work with our interdisciplinary team caring for a wide variety of patients including Stroke, Brain Injury, SCI, Trauma, Orthopaedic, Neuro, Oncology, Pediatric, Solid Organ Transplant, Heart Failure and other medically complex patients. This opportunity will train you to offer clinical and emotional encouragement to patients and their families while they
Available Positions

gain back independence. Grow your practice confidence through extensive orientation, continuous training, our clinical advancement system, charge training, precepting, unit council and other acute rehabilitation-based initiatives. If you are looking for team work, flexibility, enthusiasm, critical thinking, and have a strong desire to help your patients learn new skills, then you will enjoy being part of our team. Share in the satisfaction of patients and families regaining control of their lives after serious injury.

**51600 - Neurology - Registered Nurse, Level I - II (241066)**

FT/ PT positions available, D/E/N, 8 and 12 hour shifts, holiday and weekends per unit policy.

New Graduates (Level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year prior experience in acute care and plan for a two year commitment upon program completion. Exciting opportunity to work with an interdisciplinary team providing care to a diverse population in a combined 8-bed epilepsy monitoring unit and 16-bed stroke/neuro unit. Patients are admitted to the Strong Epilepsy Center on 5-1600 for comprehensive epilepsy evaluation by a multidisciplinary team.

**53600 - Neurosurgery - Registered Nurse, Level I - II (241068)**

FT positions available. D/E/N, 8 & 12 hour shifts, holidays and weekends, on call responsibilities.

New Graduates (Level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. Nurse must have less than one year prior experience in acute care and plan for a two year commitment upon program completion. The neurosurgical unit offers a fast paced, tri-level, caring unit. Work with multidisciplinary teams that values nurses’ skills, talents, and compassion for our patient population. This unit offers an 8-bed intermediate care unit for patients who require hemodynamic and neurological monitoring. They include patients with brain tumors, epilepsy, brain aneurysms and spinal malformations. The goal is to provide exceptional patient care in an environment that promotes staff satisfaction. Neurosurgical experience is not necessary. Flexibility, enthusiasm, and the ability to be a team player are the only requirements.

**61200 - New, Innovative, State of the Art Acute Brain Injury Rehabilitation and Physical Medicine Unit - Registered Nurse, Level I - II (246937)**

Opening January 2024 Hiring now! FT position available. D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Exciting opportunity to work with patients recovering from Acute Brain Injury. Develop your clinical skills while working with patients recovering from many causes of Brain Injury including oncological surgery, motor vehicle accidents, falls, and strokes. You will work in a newly constructed, state of the art Acute Brain Injury recovery unit. Extensive orientation and continuous training that covers all phases of recovery from this diagnosis. Work with a team that includes Behavior Techs, Behavior Specialists and Neuropsychologists. Assist in implementing patient centered care plans that include clinical support, patient education, and family education. Take pride in the progress that patients make as they journey toward
Available Positions

81200 - Neuro ICU - Registered Nurse-Level II (247998)
FT/PT positions available. D/E/N, 12 hour shifts, holidays and weekends per unit policy.

New state-of-the-art Neurosciences ICU whose patient focus is neurosurgical, interventional neurology and medical neurology. Diagnosis includes traumatic brain injury, aneurysm, stroke and other critical neurologic pathologies. Demonstrates ability to work with a multidisciplinary team in a fast-paced challenging environment. Demonstrates strong critical thinking, communication and organizational skills and ability to remain current in knowledge of critical care.

Nursing Practice/Admin

American Heart Association (AHA) BLS Instructor - Registered Nurse, Level II (247268)
Per diem position available, primarily days, some weekends/evenings as needed.

The BLS Instructor is responsible for teaching BLS courses consistent with AHA guidelines and the AHA Program Administration Manual (PAM). Duties include teaching a minimum number of courses, as determined by the Training Center Coordinator, as well as, maintaining Training Center equipment and supplies. Current BLS Instructor certification REQUIRED. Must be a Registered Nurse with a current license to practice in New York State.

OB/GYN Nursing

31600/33600 - Birth Center - Registered Nurse, Level I - II (248965)
FT position available (36 hours). D/N, 8 & 12 hour shifts, holidays and weekends per unit policy. On-call responsibilities which include availability to arrive to unit within 40 minutes for predetermined, self-scheduled shifts.

This position focuses on care of low to moderate risk women and healthy newborns, with an emphasis on education and impassioned support of the mother-baby dyad. Collaborate with physicians, nurse practitioners, lactation consultants, fellow nurses, and social workers to provide the highest quality care in a culture of teamwork that values integrity, compassion, accountability, respect and excellence. Expectation is to provide patient and family centered care ALWAYS, especially in challenging situations. Excellent communication skills, ability to prioritize and problem solve, comfort with electronic computer systems, and an aptitude for quick learning are required. OB experience is preferred, but will consider applicants that can speak to a passion for obstetrics. Orientation to all OB service units, will occur, in order to provide on-going cross unit flexibility at all times.

OB-GYN Midwifery (Lattimore Office) - Registered Nurse, Level II (248573)
FT (36) position available, primarily days, 8 hour shifts

RN needed for busy OB-GYN midwifery office to perform a variety of tasks. Primary duties will include telephone triage of patient phone calls and consulting with care providers, giving medications and injections as ordered, obtaining vital signs of
Available Positions

patients, obtaining and recording medical, surgical and family histories, allergies and current medications, and documenting symptoms or concerns. Nurse performs point of care testing such as pregnancy testing and urinalysis as needed. Assists with office procedures such as colposcopy, biopsy, etc. Responsible for chart review, office compliance with Joint Commission regulations, patient appointment scheduling and other general office duties as necessary. Must be a team player, able to use electronic medical record and willing to be flexible. Reports to Midwifery Chief. Women's health and ambulatory experience preferred.

**UR Medicine Menopause & Women's Health - Registered Nurse, Level II (247793)**

PT (20 hours) position available, days, 8 hour shift with flexibility, no weekend or holidays.

RN to work in a fast paced Ambulatory Women's Health Practice. Responsibilities include direct patient care, resource nurse, telephone triage, preparing patients for exams, setting up for procedures, and medication administration. The candidate must be able to demonstrate flexibility and the ability to work within a team. The candidate must demonstrate excellent customer service skills.

**West Ridge Women's Health Practice - Registered Nurse, Level II (242944)**

FT/PT positions available, days, 8-hour shift with flexibility, no weekend or holidays.

RN to work in a fast-paced Ambulatory Women's Health Practice. Responsibilities include direct patient care, resource nurse, telephone triage, and New Prenatal Intakes. The candidate must be able to demonstrate flexibility and the ability to work within a team. Fetal monitoring required. The candidate must demonstrate excellent customer service skills.

**Pediatric Nursing**

**6 South - Pediatric Cardiac Care Center - Start Date MARCH 2024 - Registered Nurse, Level II (248305)**

FT positions available, D/E/N, 8- and 12-hour shifts, holidays and weekends per unit standard.

Exciting opportunities await experienced RN's looking to work in a fast-paced pediatric unit caring for surgical and medical patients with cardiac disease. The Pediatric Cardiac Care Center provides state of the art nursing care to children and young adults with congenital heart defects undergoing cardiothoracic surgery, and cardiology patients with known or newly diagnosed cardiac disease. This specialized unit delivers comprehensive care through a multidisciplinary approach from admission through discharge. The ideal candidate must demonstrate strong critical thinking and communications skills, and be able to manage highly acute, complex patients in a rapidly changing environment.

**Department of Pediatric Critical Care - Pediatric Critical Care Registry Analyst - Registered Nurse, Level II (248322)**

Full time position available, 40 hours, required to have a regular, set schedule with flexible start/end times, optional remote work combined with occasional in person meetings. No holiday or weekend requirement.
Available Positions

The department of Pediatric Critical Care has an exciting opportunity available for a motivated, detail oriented registered nurse or respiratory therapist. The successful candidate will coordinate all activities associated with pediatric critical care clinical registries and will serve as the primary site coordinator/liaison for GCH membership in the Pediatric Cardiac Critical Care Consortium (PC4) and the Virtual Pediatric System (VPS). Responsibilities include, but are not limited to, clinical data abstraction, verification of data accuracy, report preparation, quality database maintenance, ongoing training, participation in GCH quality events, and attendance at PC4 and VPS meetings. Excellent prioritization and communication skills are required. Minimum 3 years of critical care experience, pediatrics preferred.

Golisano Children's Hospital Critical Care Flex Team - Level III (234294)
FT positions available, D/N, 12 hour shifts, weekends and holidays per unit policy, occasional on-call responsibilities.

This dynamic position requires the ability to work in a fast-paced environment with changing priorities. The position offers exposure to a variety of critical care specialties including the NICU, PICU, PCCC, and Peds ED. Team members will develop a diverse skill base and expertise in the care of critically ill pediatric patients. The ideal candidates will be able to demonstrate strong critical thinking, communication, and organizational skills. Must have a minimum of 2 years of critical care experience.

Neonatal Intensive Care Unit - Registered Nurse, Level II (247624)
FT positions available. D/E/N, 8- and 12-hour shifts, every other weekend and holidays per unit policy.

The NICU is the only one of its kind in the Finger Lakes Region. It's a highly specialized, nationally recognized center providing the highest level of care available for sick or premature newborns, including advanced treatment for respiratory failure and heart disease. Demonstrates ability to work in a high tech, fast paced environment. Excellent organizational and conflict resolution skills. Commitment to customer focused, family centered care. Pediatric experience preferred.

Pediatric Emergency Department (Peds ED) - Registered Nurse - Level II (246399)
FT position available, D/E/N, 8 and 12-hour shifts, holidays and weekends per unit policy, on-call responsibilities.

The Peds ED offers family centered care to those under the age of 19, seeking care for urgent and emergent issues. The unit is comprised of 18 general care beds, 1 critical care bed, 4 urgent care beds and the use of the 7 bed trauma bay which we share with the adult ED. The tertiary care offered at GCHaS has a complex case mix. From treat and release to acute critical care/trauma the staff are trained to function in a fast paced and challenging environment. Minimum of one year experience in pediatric acute care or ED experience. Provide direct care to pediatric patients/families in a fast paced collaborative environment. Demonstrates good interpersonal skills, strong prioritization and organizational skills, flexibility and clinical competence.

Pediatric Operating Room - Cardiac Team - Registered Nurse, Level II (246536)
FT positions available. D/E/N, 8- and 10-hour shifts, holidays, weekends, and on-call responsibilities per unit/team policy.
Available Positions

Seeking enthusiastic individuals, who are detail oriented, self-motivated and strive for excellence. The Pediatric Cardiac OR team is part of a multidisciplinary team that cares for a wide variety of pediatric patients, across the age continuum. Requires a nursing degree from an accredited Nursing Program and an active New York State RN license in good standing: Strong interest in the all aspects of Cardiac.

**Pediatric Specialty Nurse for the Department of Pediatric Gastroenterology and Nutrition - Level II (246367)**

FT (40hrs) position available; mostly days

The Department of Pediatric Gastroenterology and Nutrition is seeking a team oriented yet independent nurse to work within our rapidly growing multidisciplinary team. This is a family centered specialty providing Gastroenterology and Nutrition services to infants, children, adolescents and young adults. Functions of the position include procedures such as; PH probes, wireless capsule endoscopies, suction biopsies. Other duties include but are not limited to care management activities such as patient phone management, insurance justifications, vital signs, medication reconciliation, and patient education. Telephone management skills preferred but not required. Nurses must have 2-3 years nursing experience with Pediatrics or GI experience preferred. Must have excellent problem solving, prioritization, teamwork, and communication skills. Must be able to use independent judgment skills within the support of the multidisciplinary team.

**Pediatric Surgical Suite - Registered Nurse, Level II (245597)**

FT position available, straight nights (Mon, Thurs, Fri) 12 hour shifts,

Opportunity to work in a family oriented pediatric surgery center with in-patients and out-patients. Pediatric, PACU, PICU, Med/Surg, and/or critical care experience preferred. In this fast paced and challenging unit, RN's work together as a team in the variable settings of Preanesthesia, PACU, and Post-operative Discharge. Demonstrates flexibility with scheduling to meet unit needs.

**Pediatric Surgical Suite - Registered Nurse-Level II (233446)**

FT position available, D/E, 8, 10, and 12 hour shifts, occasional nights and week-ends per unit need. Holiday and on-call responsibilities

Opportunity to work in a family oriented pediatric surgery center with in-patients and out-patients. Pediatric, PACU, PICU, Med/Surg, and/or critical care experience preferred. In this fast paced and challenging unit, RN's work together as a team in the variable settings of Preanesthesia, PACU, and Post-operative Discharge. Demonstrates flexibility with scheduling to meet unit needs.

**Perioperative Nursing**

**AC3 - Medicine Specialty Pulmonary Procedure Suite - Registered Nurse, Level II (245800)**

Full time position 36 or 40 hours.
Available Positions

This dynamic RN position will utilize your acute skills and critical thinking to help serve our inpatient/outpatient population who need a pulmonary procedure. The bronchoscopy suite has state of the art technology, with ongoing advancements in procedures that are performed under moderate sedation or anesthesia. The bronchoscopy suite offers an array of procedures to include: bronchoscopy with biopsy, thoracentesis, PleurX catheter insertions, interventional pulmonary procedures. RN responsibilities to include: 1) pre-procedure questions, assessments and IV placement 2) intra-procedure patient monitoring, administering of sedation and other medications, and assisting the physician with the procedure as needed 3) post procedure monitoring, assessment and documentation. We are looking for a passionate learner and collaborative team player to help care for our patients.

**ASC - Ambulatory Surgical Center 2nd Floor - Level II (236626)**

FT position available, primarily days into early evenings, 8 or 10 hour shifts.

New grads welcome to apply! Looking for RNs who want to work in a fast paced, team-oriented environment! Team members in this role will work across the continuum of Perianesthesia care: pre-operative, phase I PACU and phase II post-operative. Ability to provide care for a diverse and unique surgical population including adult and pediatric ophthalmology, dental, and family planning services. Demonstrates clinical competence and interpersonal skills. Must demonstrate ability to be flexible to meet unit needs.

**Ambulatory Surgical Centers (Primarily Orthopaedic Surgery Center) - Operating Room - Registered Nurse, Level I - II (244955)**

FT/PT positions available, 8-10 hour shifts, primarily days (M-F) with occasional closing shifts to meet unit needs.

Looking for nurses who enjoy working as part of a dynamic team in a high quality, highly efficient environment at our Sawgrass Surgery Center (Brighton) and new Orthopaedic Surgery Center (Henrietta). Provide perioperative care to surgical patients in both scrub and circulating roles. Assists in room preparation for the next surgical day. Candidates must possess effective communication skills and demonstrate the ability to coordinate activities of the perioperative personnel to ensure safe patient care.

**Main Operating Room - Neurovascular Team, Moderate Sedation RN - Registered Nurse, Level II (238685)**

FT positions available, D/E; 8/10/12 hour shifts, on-call responsibilities nights/weekends/holidays.

Join a dedicated team that provides moderate sedation in a fast-paced procedural area to care for patients undergoing preventative and interventional stroke care. Responsibilities include intraoperative moderate sedation and circulating when not providing moderate sedation. The RN administers moderate sedation and closely monitors the cardiac and physical status of the patient, and collaborates with the physician while providing safety, comfort, and privacy. ICU experience preferred. ACLS certification required or within 6 months.
Available Positions

**OR - Operating Room - Pod Coordinator - Ortho - Senior Registered Nurse, Level III (241473)**

FT position, D/E/N, 10 hours shifts, On call responsibilities that would include holidays and weekends

Direct staff within services to facilitate a team approach to the care of the patient in perioperative services. Promotes training across services within the Pod. Facilitates collaboration of Surgeons and Staff. Communicates daily schedule changes/ Huddle. Implements performance improvement initiatives. Interfaces with Primary Service Nurses for service specific equipment, instrumentation and supply needs and supports new nurses and surgical technologists with the interpretation of protocols, policies and guidelines. Candidates must possess effective communication skills and demonstrate the ability to coordinate activities of the Perioperative personnel to ensure safe patient care. Enjoys working as part of a dynamic team in a high quality, highly efficient environment.

**Operating Room - Cardiac - Registered Nurse First Assist (RNFA) - Registered Nurse, Level II (243319)**

Perdiem positions available, D/E, 8/10/12 hour shifts. Rotating evening call. No weekends or holidays.

Collaborates with the surgeon and assists the surgical team in performing cardiac operations with optimal patient outcomes. Applicants must have the necessary knowledge, skill, and judgment specific to that of an experienced OR nurse. Role includes the performance of OR staff RN duties when not assigned in RNFA role. NYS Registered Professional Nurse license is required. CNOR certification is required. Completion of an accredited RN First Assistant course is required. Must be proficient in perioperative nursing practice - preferred cardiac scrubbing and circulating experience. Vein harvesting experience required.

**Operating Room - Cardiac Team - Registered Nurse, Level II (241078)**

FT/PT positions available. D/E/N, 10/12 hour shifts, holidays, weekends, and on-call responsibilities per unit/team policy.

The Adult Cardiac OR cares for a wide variety of patients. CABG's TAVI's and Heart Failure (VAD's, ECMO, Artificial Heart and Heart Transplants) just to name a few. Using a multidisciplinary approach, the OR staff cares for patients of all ages. Requires a nursing degree from an accredited Nursing Program and an active New York State RN license in good standing: Strong interest in the all aspects of Cardiac.

**Operating Room - Registered Nurse First Assistant (RNFA) - Registered Nurse, Level II (240526)**

FT/PT positions available, D/E/N, 8/10/12 hour shifts.

Collaborates with the surgeon and the healthcare team in performing a safe operation with optimal outcomes for the patient. Practices perioperative nursing and must have acquired the necessary knowledge, skill & judgment specific to clinical practice in the operating room and in the RNFA role. Practices in collaboration with and at the direction of the surgeon in the operative phase of the perioperative experience. Performs duties of OR staff RN when not assigned in RNFA role-NYS license as a Registered Professional Nurse. Completion of an accredited RN First Assistant course. Robotic surgery experience preferred. Proficient in perioperative nursing practice-preferred scrubbing and circulating experience. No
Available Positions

weekends, but will have evening call and rotating holiday requirements. CNOR required. Combined Circ/Scrub and RNFA role.

**Operating Room - Registered Nurse, Level II (245810)**

FT/PT positions available. D/E/N and evenings, 8/10/12 hour shifts, holidays, weekends, and on-call responsibilities.

The OR cares for a wide variety of patients. Specialties include orthopedics, general surgery, plastics and reconstructive surgery, urology, cardiac, neuro, vascular, ophthalmic, GYN, ENT, thoracic, oral-maxillofacial, and trauma (level 1 trauma center). There are 2 Davinci robots that are used by urology and GYN. The transplant program involves livers and kidneys as well as hearts. Using a multidisciplinary approach, the OR staff cares for patients of all ages. As part of the Golisano Children's Center, the pediatric team specializes in meeting the needs of the pediatric population. Requires a nursing degree from an accredited Nursing Program and an active New York State RN license in good standing.

**PACU Pre-Anesthesia / Post- Anesthesia Care Unit - Level II (247996)**

FT weekend contract position available (36hrs), D/N 8a-8:30p or 8p-8:30a

Enjoy working as part of a team in a fast-paced nursing environment caring for a wide variety of post-anesthesia patients. The ideal candidate will possess excellent communication skills, strong critical thinking, and demonstrate the ability to work independently, efficiently and with collaboration among the team. Candidates should possess two years of experience in medical/surgical, ICU or ED.

**PACU-Post Anesthesia Care Unit - Level II (248030)**

FT positions available, nights with holidays, weekends and on-call per unit needs. Self-Scheduling.

The PACU is a fast paced unit tasked with the recovery of the surgical patient. Nursing provides post-operative care to patients undergoing surgical procedures from multiple services including; general surgery, ENT, orthopedics, gynecology, urology, plastics, neurosurgery, colorectal, vascular, thoracic and cardiac surgeries. As part of a Level I Trauma Center, this expanding unit is looking for motivated and flexible nurses who seek to expand their bedside nursing skills in the perioperative setting and enjoy working as a part of a multidisciplinary team. Candidates are expected to have excellent communication and strong critical thinking skills. RN's with two years of experience in medical/surgical, ICU or ED preferred. ACLS certification preferred and required within 1 year.

**PACU-Post Anesthesia Care Unit - Level II (248031)**

FT/PT/per-diem positions available, D/E/N; 8/10/12 hour shifts with holidays, weekends and on-call per unit needs. Self-Scheduling.

The PACU is a fast paced unit tasked with the recovery of the surgical patient. Nursing provides post-operative care to patients undergoing surgical procedures from multiple services including; general surgery, ENT, orthopedics, gynecology, urology, plastics, neurosurgery, colorectal, vascular, thoracic and cardiac surgeries. As part of a Level I Trauma Center, this
Available Positions

expanding unit is looking for motivated and flexible nurses who seek to expand their bedside nursing skills in the perioperative setting and enjoy working as a part of a multidisciplinary team. Candidates are expected to have excellent communication and strong critical thinking skills. RN's with two years of experience in medical/surgical, ICU or ED preferred. ACLS certification preferred and required within 1 year.

**Perioperative Flex Team - Registered Nurse, Level II (244195)**

FT position available, D/E, primarily weekdays with occasional weekend/holiday requirement per service needs. 8/9/10/12 hour shifts available, self-scheduling W/E contract available

Discover the perioperative flex team's benefits by joining a specialty group of engaging, versatile and highly-trained nurses. Maximize your job satisfaction and nursing potential caring for adult and pediatric patients across the perioperative spectrum of care. The ideal candidate is a dynamic nurse that is flexible and independent while remaining team-oriented. Nurses will take assignments in various areas within the perioperative service which include the Strong Surgical Center (SSC), the second-floor surgical center, PACU (post anesthesia care unit) as well as supporting the Neurovascular OR Team with moderate sedation and circulating. This unique position requires strong assessment, critical thinking and organizational skills. A willingness to work in varied settings and flexibility to changing needs of the assignment within a shift are essential. Explore a team that is highly supported with the potential to expand your skill set while pursuing career advancement. Requires one year of acute care nursing, critical care experience preferred. ACLS/PALS required within one year.

**Perioperative Services - Operating Room (OR) Nurse Residency Program for new RN graduates -Registered Nurse, Level I (248021)**

FT position available D/E/N, holidays and weekends per unit policy, on-call responsibilities

In providing foundational perioperative education, and skill building, the OR nurse residency program is designed to assist the novice registered nurse successfully transition to competent operating room nurse. Candidates should be enthusiastic, and self-motivated learners interested in becoming an integral member of a multi-disciplinary surgical team. Excellent interpersonal and effective communication skills, flexibility, a capacity to organize and prioritize are a must. Implementing safe patient-family centered care to the surgical patient is exciting, challenging, and highly technical, experiencing the nursing process one patient at a time.

**SSC - Strong Surgical Center/23 Hour Surgical Observation Unit - Level I - II (234228)**

FT/PT positions available, D/E/N; 8/10/12 hour shifts. Self-Scheduling.

Join a dedicated team that provides perianesthesia nursing care for a wide variety of adult surgical procedures and specialties. The Surgical Center is a fast-paced same day admission unit that cares for patients before and after surgery. This dynamic unit is seeking motivated and flexible nurses interested in expanding their assessment and intervention skills functioning within a continuum of perianesthesia care including pre-op, post-op and observation. Candidates will work collaboratively to optimize the patient to ensure a safe and positive surgical experience from admission to discharge. ACLS certification is required within 1 year.
Available Positions

Second Floor Operating Room - Level I - II (235243)

FT/PT positions available. Unit operations are from 7:00 AM – 5:30 PM, 8 or 10-hour shifts available, on call for E/N, holidays, & weekends. Provides intraoperative care to surgical ophthalmology patients of all ages in both scrub and circulating roles.

Candidates must possess effective communication skills and demonstrate the ability to coordinate activities of the perioperative team to ensure safe patient care. Candidates must also demonstrate a high degree of interpersonal, prioritization, and organizational skills. Candidates should also enjoy working as part of a dynamic team in a high quality, high efficiency environment. Requires a nursing degree from an accredited Nursing Program and an active New York State RN License in good standing.

Psychiatric Nursing

29200 - General Adult Psychiatry - Registered Nurse, Level I - II (241071)

FT/PT positions available, D/E/N, 8 & 12 hour shifts, holidays per unit policy.

This 22 bed adult psychiatry unit admits persons ages 18-60 who are in need of intensive psychiatric stabilization. This includes persons with new or recent onset of psychosis, major depressive episodes, acutely suicidal individuals and persons without established diagnosis or treatment history. Strong interpersonal, assessment, critical thinking and communication skills are necessary to work with this interdisciplinary team.

29200 - General Adult Psychiatry - Weekend Program - Registered Nurse, Level II (241025)

FT positions available, D/E/N, 12-hour shifts, holidays per unit policy.

This 22 bed adult psychiatry unit admits persons ages 18-60 who are in need of intensive psychiatric stabilization. This includes persons with new or recent onset of psychosis, major depressive episodes, acutely suicidal individuals and persons without established diagnosis or treatment history. Strong interpersonal, assessment, critical thinking and communication skills are necessary to work with this interdisciplinary team.

3-9000 General Adult Psychiatry - Registered Nurse-Level I-II (248018)

FT/PT positions available, D/E/N, 8 and 12 hours shifts, holidays and weekends per unit policy.

This 23 bed adult psychiatry unit, along with sister unit 29200, is one of two general adult units which provide care and treatment for individuals age, 18+, who require acute stabilization of intensive psychiatric symptoms related to a number of disorders including: depression, psychosis, and bipolar disorder. Nursing care on 39000 is provided utilizing a modified team model of care and milieu management. A recovery oriented theoretical framework is utilized to engage patients in therapeutic groups and activities throughout the day. Strong interpersonal, critical thinking, and communication skills are necessary to work successfully within our interdisciplinary team. New graduates with a passion for psychiatry are encouraged to apply.
Available Positions

39200 - Geriatric Psychiatry Unit - Registered Nurse, Level I - II (244105)
FT/PT positions available, D/E/N, 8 hour shifts, holidays and weekends per unit policy

3-9200 is an 11 bed unit for geriatric patients experiencing acute exacerbation of a persistent mental illness. Treatment focuses on stabilization of symptoms through psychopharmacological and psychoeducational interventions while addressing co-morbid physical and psychosocial issues to promote timely reintegration into the community.

49000 - Child and Adolescent Psychiatry - Registered Nurse, Level I - II (244419)
FT/PT positions available, D/E/N, 8 hour shifts, holidays and weekends per unit policy.

One or more years experience in pediatrics or psychiatry with strong knowledge base in growth and development. Experience as a mental health worker with children or adolescents prior to nursing education will be considered in meeting criteria. Previous experience as a teacher in primary, secondary or special education classroom will also be considered. Genuine interest and ability in working with children.

Ambulatory Psychiatry Float RN - Registered Nurse, Level II (243106)
FT, 40 hours Primarily Days

This position will work across multiple care areas in Ambulatory Psychiatry mental health clinics. A team oriented yet independent RN to work temporary assignments to augment staffing in designated areas. Responsibilities will include, but not limited to, processing refill requests, prior authorizations, primary care screens, providing in basket coverage, medication administration, coordination of care, and telephone triage. Must possess strong assessment and communication skills, be proactive and independent in decision making and have good organizational skills. The candidate must be able to demonstrate flexibility and the ability to work in a fast paced environment and be flexible to the changing needs of the assignment. Two years of Psychiatric experience required, outpatient experience preferred.

CPEP - Comprehensive Psychiatric Emergency Program - Registered Nurse, Level I - II (248098)
FT position available, D/E/N, 8 & 12 hour shifts, holidays and weekends per unit policy.

The Comprehensive Psychiatric Emergency Program is comprised of interdisciplinary clinical teams-serving patients across the lifespan with psychiatric mental health conditions. Triage and Screening (6 interview rooms); 4 Extended Observation Beds / 2 Intensive Management Beds. Approximately 8,000 patients are evaluated annually. A comprehensive psychiatric evaluation is completed for each patient registered to this area. Intensive management of acute psychiatric conditions is often required. This a dynamic environment with a highly skilled staffing contingent prepared to assess complex patient presentations in order to determine appropriate intervention and disposition. New grads welcome to apply.

CPEP - Comprehensive Psychiatric Emergency Program - Triage Nurse - Level III (243724)
FT position available, D/E/N, 8 & 12 hour shifts, holidays and weekends per unit policy.
Available Positions

The Triage Nurse will be responsible for assessing patients and determining their level of need for medical and psychiatric assistance. Perform patient assessment and medication data collection. Responsible for orientation to the CPEP unit and process and provide vaccination information. Reassess patients who are waiting. Initiate emergency treatment if necessary. A comprehensive psychiatric evaluation is completed for each patient registered to this area. Intensive management of acute psychiatric conditions is often required. This a dynamic environment with a highly skilled staffing contingent prepared to assess complex patient presentations in order to determine appropriate intervention and disposition. The Comprehensive Psychiatric Emergency Program is comprised of interdisciplinary clinical teams-serving patients across the lifespan with psychiatric mental health conditions. Triage and Screening (10 interview rooms); 4 Extended Observation Beds / 2 Intensive Management Beds. Approximately 11,000 patients are evaluated annually. BSN Required.

G9200/19200 - Inpatient Medicine in Psychiatry Unit - Registered Nurse, Level I - II (241069)

FT positions available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Great opportunity to become a member of a unique unit, only a handful of similar units in the country. Adult medical/surgical unit for patients with active co-morbid psychiatric and/or behavioral issues. This expanding unit is looking for flexible, enthusiastic and committed nurses to help us grow. Med/surg acute care experience a plus. Willingness to care for a varied patient population in a changing environment a must! Nurses are eligible for dual-certification in both medical/surgical nursing and psychiatric nursing after experience requirement attained. New graduates (Level 1) are eligible for the med/surg Residency Program. The residency program is designed to assist the novice graduate nurse to successfully transition to a competent professional nurse. To be eligible for nurse residency, must have less than one year prior experience in acute care and plan for a two year commitment upon program completion.

Interventional Psychiatry - Electroconvulsive Therapy/Trans Magnetic Stimulation - Registered Nurse, Level II (248752)

PT/Per Diem position available, Monday, Wednesday and Friday, primarily days

This is an interesting and exciting new job opportunity in Interventional Psychiatry ECT/TMS. Come join us in treating patients with treatment resistant depression with Electroconvulsive Therapy and Trans Magnetic Stimulation. This is a State of the art, non-invasive treatment approved by the FDA. Candidate must demonstrate excellent assessment skills with the ability to organize, prioritize and implement care in a fast-paced environment. Must be flexible. One year of medical/surgical experience preferred. Sound interesting? Come shadow the staff for a morning.

Interventional Radiology - Electroconvulsive Therapy / Trans Magnetic Stimulation - Registered Nurse, Level II (243780)

Per Diem position available, Monday, Wednesday and Friday, primarily days

This is an interesting and exciting new job opportunity in Interventional Psychiatry ECT/TMS. Come join us in treating patients with treatment resistant depression with Electroconvulsive Therapy and Trans Magnetic Stimulation. This is a State
Available Positions

of the art, non-invasive treatment approved by the FDA. Candidate must demonstrate excellent assessment skills with the ability to organize, prioritize and implement care in a fast-paced environment. Must be flexible. One year of medical/surgical experience preferred. Sound interesting? Come shadow the staff for a morning.

**Medicine in Psychiatry Service Outpatient Clinic - Registered Nurse, Level II (242253)**

FT position, 40 hours, Primarily Days, 8 hour shifts.

This is an exciting opportunity to join our primary care practice in Psychiatry. This practice is an NCQA certified patient centered medical home and provides comprehensive outpatient medical and psychiatric care to adults over the age of 18. Our multidisciplinary team provides care for chronic disease management, health maintenance and acute episodic care. Responsibilities include direct patient care, rooming patients, telephone management, patient triage and education, and coordination of a care. Must possess strong assessment, organizational, and communications skills. Medical and psychiatric experience preferred.

**Medicine in Psychiatry Service Outpatient Clinic - Registered Nurse, Level II (244062)**

PT position, 24 hours, Primarily Days, 8 hour shifts.

This is an exciting opportunity to join our primary care practice in Psychiatry. This practice is an NCQA certified patient centered medical home and provides comprehensive outpatient medical and psychiatric care to adults over the age of 18. Our multidisciplinary team provides care for chronic disease management, health maintenance and acute episodic care. Responsibilities include direct patient care, rooming patients, telephone management, patient triage and education, and coordination of a care. Must possess strong assessment, organizational, and communications skills. Medical and psychiatric experience preferred.

**Psychiatry Department - Strong Recovery - Registered Nurse, Level II (246728)**

FT position 40 hours, primarily days, weekend rotation

Strong Recovery provides outpatient substance use treatment services for adolescents and adults, and offers medications for opioid use disorder (MOUD), including methadone through the clinic's Opioid Treatment Program (OTP). The RN works in conjunction with a multidisciplinary team to provide high quality patient-centered care. Excellent opportunity for someone with a strong commitment to delivering care to individuals in an outpatient substance use disorder treatment setting. Candidate requires strong assessment and communication skills, teamwork values, and a customer service philosophy. Registered Nurse with an active New York State license in good standing required. Previous experience in substance use disorder treatment or psychiatric mental health nursing preferred. Bachelor's Degree in Nursing preferred. Bilingual – Spanish speaking preferred.

**Strong Ties Clinic - Registered Nurse, Level II (244307)**

40 hours- Primarily Days
Available Positions

The RN works as part of a diverse multidisciplinary team within the Strong Ties Clinic. The RN will provide care to a culturally diverse patient population in the Strong Ties adult mental health clinic. The RN responsibilities include telephone triaging, Long Acting Injectable clinic, obtaining MU, processing medication refills, and assessing medication side effects. The RN provides outreach phone calls to engage patients. The RN participates in, and supports providers with, medication clinic visits. The RN conducts primary care screening. The RN collaborates with community providers and systems to facilitate treatment planning. Provides patient/family teaching. Must possess strong communication skills. Experience in psychiatric/mental health nursing required.

Strong Memorial Hospital

*Registered Nurse-Sr Level III (237598)*

GENERAL PURPOSE: The Senior Level III Registered Nurse is accountable for the provision of expert patient care inclusive of complex patients. The Senior Level III Registered Nurse serves as a unit staff mentor and has increased responsibilities that may include staff orientation, patient care coordination, and other unit/service/or nursing practice activities. The Senior Level III Registered Nurse may assume an expanded unit role as available and assigned by the Nurse Manager. The Senior Level III Registered Nurse may also identify staff learning and patient safety needs. JOB DUTIES AND RESPONSIBILITIES:

Clinical Practice: Performs ongoing comprehensive assessments that include physiologic, psychosocial, and developmental components Documents assessments, provision of care, medication administration, patient/family education, patient/family responses and care planning according to unit and service standards Identifies complex patient problems and collaborates in developing a plan of care based on evidence from the literature, best practice standards, and patient goals; Initiates multidisciplinary care planning; Evaluates the effectiveness of educational plan and revises as indicated Provides information to update practice standards and activities based on best evidence Implements age-specific, culturally, and spiritually competent nursing interventions to address patient/family needs and response to procedures, therapies and medications Recognizes trends or subtle changes in patient/family response to care and responds effectively Identifies patient safety issues and implements action plans or educational training based on needs Differentiates unique or complex age specific patient/family learning needs and barriers to learning; Implements an educational plan based on identified needs as well as cultural and spiritual considerations; Monitors staff compliance with unit and service documentation standards Service Excellence: Resolves conflict positively and in a timely manner, working directly with co-workers to address issues; Uses conflict management strategies to continuously improve staff relationships/unit operations Treats patients, family and staff with kindness, courtesy, respect, and trust; Demonstrates respect for diverse view points and cultures Listens attentively to customers, paying attention to both verbal and non-verbal messages; Communication with customers is clear, courteous, caring and appropriate to the situation Facilitates opportunities to improve systems and service and assists leadership in implementing changes identified through performance improvement activities and in evidence-based reports Professional Development: Demonstrates responsibility for continuous learning to improve self and performance, including progress toward achievement of annual goals Functions effectively as an expert charge nurse and preceptor for staff and students, provides learning opportunities, and contributes to the orientation of team members and students Demonstrates good communication, fairness, and support for staff while modeling an approachable, calm, helpful, and efficient demeanor Accepts and acts on constructive feedback from leadership, peers, and colleagues in a positive
Available Positions

manner Actively participates and encourages peer involvement in group activities and assists with assuring staff are able to attend meetings Assumes a leadership role in collaborative practice, performance improvement, or other interdisciplinary teams Serves as a mentor for others needing assistance with developing educational, clinical and/or positive interpersonal skills and effective team member behaviors Evidence Based Practice: Reviews and evaluates evidence from the literature and best practice standards for application to patient and unit needs Assists with the collection of data; Assists leadership to support unit performance improvement activities; Designs and oversees projects intended to address performance improvement needs Supports others in the generation and testing of research questions (Ex. Supports research fellows, follows through on all clinical trial expectations, etc.) Identifies potential areas for investigation or search for evidence

QUALIFICATIONS: Bachelor's Degree in Nursing required. 3-5 years as a Registered Nurse working in an acute care setting required or equivalent combination of education and experience. Successful completion of orientation at the unit level required. Achievement of licensure as a Registered Nurse in NYS required. Certification in Nursing Specialty or AHA Technical Certification (Instructor) required. The University of Rochester is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion to advance the University's mission to Learn, Discover, Heal, Create – and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, citizenship status, or any other status protected by law. This commitment extends to the administration of our policies, admissions, employment, access, and recruitment of candidates from underrepresented populations, veterans, and persons with disabilities consistent with these values and government contractor Affirmative Action obligations.

Wilmot Cancer Nursing Services

**Falck Cancer Center - University of Rochester - Ambulatory Nursing located in Elmira, NY - Registered Nurse, Level II (238188)**

FT position available, primarily weekdays

Exciting opportunity for an RN to work in a growing Oncology practice in Elmira, NY. This role involves working in the established, community-based Falck Cancer Center clinic along with the attached infusion center. We will utilize our Wilmot RN orientation program for all new hires. Individuals must be ready for a fast paced ambulatory setting, must be flexible and dependable. Experience with IV insertion or infusions are preferred. We are looking for self-directed, eager to learn nurses who want to be a part of a dynamic, growing multidisciplinary team. Strong assessment and communication skills, organization and ability to multi-task are important for success in this role.

**Falck Cancer Center - University of Rochester - Radiation Oncology - Registered Nurse, Level II (243051)**

FT position available, primarily weekdays

Exciting opportunity for an RN to work in a growing Oncology practice in Elmira, NY. This role involves working in the
Available Positions

established, community based Falck Cancer Center. Recent acute care and Oncology experience preferred.

Responsibilities include: care coordination, telephone triage, patient assessments, and patient education. Must possess a strong interpersonal and communication skills, be autonomous in decision-making, excellent assessment skills, critical thinking skills, and demonstrate autonomous decision-making.

**Gynecologic Oncology (Lattimore Road Office) - Clinic Nurse - Registered Nurse, Level II (244852)**

FT position available (40 hours), Monday – Friday, days, 4 - 10 hour / 5 - 8 hours shifts available

GYN Oncology @ Lattimore is looking for a nurse with strong communication, assessment, and problem-solving skills, a chance to make a difference in caring for the cancer patient. You will receive onsite training and education and grow in the understanding of Gynecological cancer along with coordination of onsite resources in genetics and survivorship.

Responsibilities include caring for the patient through the continuum of care including surgery, chemotherapy, phone triage, and long term follow up. This role requires a positive attitude and a strong belief in team work. Shadow for a morning and see how our dynamic nursing team impacts a patients care! Requires a diploma, Associate or Bachelor’s degree and an active New York State license. Applicants will have a minimum of 1-year experience.

**Home Infusion Care Coordinator - Registered Nurse, Level II (246895)**

Ambulatory, UR Home Infusion in partnership with Wilmot Cancer Institute 40 hours, 8 hour shifts, Monday through Friday, primarily daytime hours.

UR Home Infusion is seeking a team focused Registered Nurse to coordinate home infusion services. This is an exciting opportunity to collaborate nursing with the UR Home Infusion pharmacy team. The candidate must demonstrate the ability to function in a fast-paced environment, be autonomous in decision making, and have excellent assessment skills. As a small team, this candidate must have the ability to work collaboratively with all members of the healthcare team. They must be flexible and adapt readily to changing responsibilities. Services include direct communication with hospital providers, staff nurses, coordination with patients and families, collaboration with referring community practices, education and onboarding new patients.

**Oncology Clinic / Infusion Center - Wilmot Cancer Institute at Interlakes Canandaigua/East Side - Registered Nurse, Level II (249003)**

FT position available, days.

Recent acute care and oncology experience preferred. Responsibilities include: care coordination, telephone management, and patient education. IV skills and access device skills are required. Must possess strong interpersonal and communication skills, demonstrate autonomous decision-making, and have excellent assessment skills. Successful candidate must demonstrate a strong commitment to the UR medicine's core values of people, excellence and teamwork.
Available Positions

WCC5 - Surgical Oncology/Progressive Care Unit - Registered Nurse, Level I-II (241061)
FT/PT positions available. D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Exciting opportunity to manage post-operative surgical oncology patients undergoing breast/ENT/urology and GI procedures. One year medical surgical experience or oncology experience a plus. Flexibility, a strong belief in teamwork, a positive attitude, and willingness to care for a varied patient population in a changing environment a must! Excellent communication skills coupled with effective critical thinking skills will enhance your transition to a new team.

WCC6 - Bone Marrow Transplant - Registered Nurse, Level I-II (241063)
FT positions available. D/E/N, 8 and 12 hour shifts, every other weekend and holiday.

Experience the exciting opportunity to work with a highly functioning team of health care professionals caring for adult, pediatric, and critical care oncology population. Outpatient BMT services also provided on WCC6. Good interpersonal and problem solving skills necessary. Experience the rewards of extensive patient and family teaching opportunities. One-year acute care experience in medicine, pediatrics, or oncology preferred.

WCC7 - Oncology - Registered Nurse, Level I-II (241062)
FT/PT position available, D/E/N, 8 & 12 hour shifts, every other holiday and weekends per unit policy.

Exciting opportunity for an individual who is interested in adult hematology-oncology patients throughout all phases of their care including initial diagnosis, treatment and end of life care. WCC7 provides exciting opportunities to cultivate and strengthen your knowledge and competence in general medical and surgical nursing skills, as well as become an expert in oncology care. Our team is looking for nurses who demonstrate the ability to prioritize and problem solve in a fast paced, high acuity environment and that are compassionate, team players whom are eager to learn and teach.

Wilmot Cancer Center - Cancer Center Infusion - Registered Nurse, Level II (243956)
Full Time, Primarily weekdays with weekend rotation per unit standard. Holidays per unit policy.

RN with minimum 2 years acute care experience to join our interdisciplinary team. Oncology experience preferred. Position to provide clinical care, coordination, and patient education in a fast-paced ambulatory setting. Individual must be flexible, enthusiastic, have the ability to work independently and as part of a team. Strong communication skills, organization, and ability to multi-task are important for success in the role.

Wilmot Cancer Center - Clinical Trials Office - Clinical Research Nurse - Registered Nurse, Level II (242536)
Full Time Day Shifts

Seeking a team focused professional with a passion for oncology. This is an exciting opportunity to join the Clinical Trials Office as part of the Wilmot Cancer Center (WCC) within the University of Rochester Medical Center (URMC) as a Clinical
Available Positions

Research Nurse (CRN). The CRN works closely with and is guided by the Principal Investigator, to ensure the integrity and quality of our clinical trials are maintained and conducted in accordance with the Food and Drug Administration, Institutional Review Board (IRB) approvals, Office for Human Research Protections (OHPP) and URMC/WCC policies and procedures. This nursing role independently provides nursing care; identifies and communicates the impact of the research process on patient care; adjusts interventions based on findings; and reports issues/variances promptly to the research team. The CRN administers research interventions; collects patient data according to protocol specifications; evaluates the patient response to therapy; and integrates evidence-based practice into nursing practice so as to best protect the health and safety of research participants. Join a team that is growing and improving the clinical trial experience for oncology patients. Our CRN's are developing and changing the way we manage care for clinical trial oncology patients. The CRN role allows you to apply your nursing and oncology expertise without leaving the field of nursing. In reviewing research and nursing literature the CRN maintains a working knowledge of their area(s) of expertise and assigned working disease group. Excellent communication skills, detail oriented and the ability to work autonomously with multidisciplinary teams are required to be successful in this role. BSN with 1-2 years oncology experience and/or clinical research experience preferred. Oncology nursing certification preferred. Knowledge of computer databases, word processing and spreadsheets required.

Wilmot Cancer Center - Hematology/Oncology RN - Registered Nurse, Level II (238818)
FT position, straight days with flexible start times: 4-10's or 4-9's available. No weekends or holidays. No on-call.

The Wilmot Cancer Center is seeking a team based professional to join our hematology/oncology outpatient practice. The RN works closely with multiple provider disciplines in the management, care coordination, and education of patients and their families. Prior oncology experience preferred; one year of acute care experience required. Must possess a willingness to learn about specialties such as lymphoma, leukemia, myeloma, GI, GU, and thoracic. This individual should have strong interpersonal and communication skills, be autonomous in decision-making, and have excellent assessment and time management skills. We are committed to assisting our applicants in finding the right opportunity to develop into a successful hematology/oncology RN.

Wilmot Cancer Institute - Apheresis - Registered Nurse, Level II (247101)
FT (40 hrs/ week). Primarily weekdays, some weekends and on-call responsibilities (no over-night call)

Responsibilities include the coordination and performance of blood component procedures such as cell collections and plasma exchanges for both ambulatory and inpatients. Attributes include strong interpersonal communication, flexibility, organization, and excellent IV skills. The candidate must be able and willing to collaborate with various healthcare team members throughout the hospital, independently coordinate patient care, and work within a small care team. Requires an active New York State RN license in good standing. Minimum one-year inpatient care experience required. This position assumes the charge nurse role, actively participates in unit/service activities, supports co-workers, and assesses unit needs.

Wilmot Cancer Institute - BMT Outpatient Infusion - Registered Nurse, Level II (248407)
FT/PT primarily weekdays with weekend and holiday rotation per unit policy.
Available Positions

RN with a minimum of 2-years acute care experience to join our fast paced and growing team. Position to provide clinical care, coordination, and patient education to the Stem Cell Transplant and Cellular Therapy patient population. Administer chemotherapy, blood products, donor leukocytes, and CAR-T product infusions. Strong communication skills and flexibility a must while working as part of a team. Independent critical thinking and ability to multitask are important for success in the role. Recent acute care experience required; hematology/oncology experience required. AHA BLS and ONC certification preferred.

**Wilmot Cancer Institute - Inpatient Flex/Float Team - Registered Nurse, Level I - II (245234)**

FT position available. D/E/N, 8 & 12 hours shifts – flexibility needed, Weekends and Holidays as required.

Exciting opportunity to become part of a dynamic, collaborative care team, responsible for the care of Medical/Surgical Oncology and Palliative care patients across 4 diverse units. This position is a great opportunity to work in a service-wide position, supporting all units, while gaining expertise with a variety of patient populations. This dynamic position requires the ability to work in a fast-paced environment with changing priorities. The successful candidate will be able to demonstrate strong critical thinking, communication, and organizational skills. Extensive full orientation provided. New graduate nurses welcomed and eligible for the Oncology Nurse Residency Program. The program is designed to assist the new graduate nurses to successfully transition to a competent professional nurse.

**Wilmot Cancer Institute at Myers Cancer Center in Dansville - Registered Nurse, Level II (247574)**

9-hour shifts, 36-hour position available. Monday through Friday, primarily daytime hours.

The established Dansville team is looking for an experienced RN with an interest in community oncology. As a small team, this candidate must have the ability to work collaboratively with all members of the healthcare team. They must be flexible and adapt readily to changing responsibilities. Responsibilities include caring for patients throughout the continuum of cancer care including chemotherapy, radiation, surgery and symptom management. Our nurses have strong assessment skills, provide phone triage to our patients and coordinate care for our patients across the Wilmot catchment area.
Available Positions

Opportunities for Nursing Student

Nursing Practice/Admin

*Nurse Extern Employment Program (242594)*

Per Diem position, D/E/N, some weekend and holiday shifts per unit requirements

Assist nursing staff in the delivery of patient care in an unlicensed assistive role, to contribute to the well-being, comfort and safety of patients. Qualified applicants must have successfully completed one year of college and be enrolled in an accredited Nursing Program. This employment opportunity offers students the chance to work in an assistive role in the clinical areas.

Perioperative Nursing

*Adult Operating Room - Perioperative - Surgical Technician Extern (248361)*

Per Diem position, D/E/N, some weekend and holiday shifts per unit requirements

Provides technical knowledge in preparing instruments, equipment and supplies for surgical procedures and assisting in sterile supply department. This employment opportunity offers students the chance to work in an assistive role.

Respiratory Care

*Respiratory Extern Program (243288)*

Per Diem positions available, D/N, 8 & 12 hours shifts – flexibility needed, Weekends and Holidays as required

Looking for Respiratory Therapist Assistant to assist with direct patient care and equipment. Will float to different in patient units to assist RT staff with providing direct patient care. Qualified applicants need to have completed two semesters in an accredited university/college. This employment opportunity offers students the chance to work in an assistive role in the clinical areas.
Available Positions

Opportunities for Nurse Management

Ambulatory Nursing

*Allergy, Immunology and Rheumatology (AIR) - Assistant Nurse Manager, Level IV (246577)*

FT position (40 hours), Monday – Friday, Days

This is a dynamic leadership position that will work collaboratively with the interdisciplinary team in a multi-site department. This assistant nurse manager role will have a strong clinical focus on the needs of the allergy, immunology and rheumatology patients. In addition to care provided in a clinic setting, we have 2 infusion centers. Some responsibilities will include patient and staff scheduling, patient and staff education, orientation, safety and process improvement initiatives and planning based on department needs. Looking for a leader with strong communication skills, critical thinking and flexibility to support and grow a culture of inclusivity.

*Ambulatory Orthopaedics and Physical Performance - NEW LOCATION - Assistant Nurse Manager, Level IV (246292)*

FT position available, primarily days

The Department of Orthopaedics is excited to open our new state of the art clinic in Henrietta at Marketplace Mall in November 2023. We are looking for the best to join our nursing leadership team as an Assistant Nurse Manager. Will be responsible for assisting nursing leadership team in oversight of clinic tower along with UR Orthopaedic clinics throughout the region. Individual must coach and empower team members for optimal patient outcomes while fostering an environment of personal accountability and integrity. Assure Team collaboration by portraying strong interpersonal and communication skills. Individual must be willing to organize and facilitate throughput. Individual is willing to work with newborn to geriatric patients. Interested in initiating changes to improve overall patient care, provide constructive feedback to staff, resolve patient concerns, TJC, and QA/PI activities.

*Department of Physical Medicine & Rehabilitation - Senior Assistant Nurse Manager, Level IV (248518)*

FT position available, days

We provide high quality expert medical care for complex and complicated disabling injuries and illnesses with our PM&R physicians. The multidisciplinary team includes physicians, therapists and clinical technicians. We offer rehabilitation through the lifespan- pediatrics through geriatrics and our patients and families have seamless access to our services through dedicated staff at our state of the art facilities. Responsibilities include direct patient care, including participation in procedures such as ultrasound guided injections/botox injections, telephone management, patient triage, and coordination of
Available Positions

care. Must possess strong assessment and communication skills, be proactive and independent in decision-making and have good organizational skills. Requires a BSN or matriculation in a BSN program from an accredited Nursing Program and an active New York State license in good standing. Applicants will have a minimum of 5 years or RN experience. This position is a member of the unit/service leadership team, demonstrates the ability to develop standards of care, unit/service goals, and objectives.

**Gastroenterology and Hepatology Clinic - Assistant Nurse Manager, Level IV (245394)**

FT position M-F, 40 hours

The Gastroenterology Division is seeking an Assistant Nurse Manager to oversee clinic operations in their busy and growing department. Duties include assisting the NM in oversight of nurses and techs at both Sawgrass GI and AC5 GI clinic, monitoring day-to-day operations, and facilitating optimal patient throughput. Will become proficient in clinic procedures and assist with staffing as needed to meet patient volume needs. Will assist with JCAHO readiness, QA/PI activities, and resolving patient concerns. The ideal candidate will be highly motivated, skilled in communication and collaboration with members of an interdisciplinary team, and a proven change agent. The individual must be interested in promoting initiatives to improve patient care/access, and patient/staff satisfaction. RN with current NYS license, Bachelor's Degree, and at least 5 years of professional nursing experience required. Previous leadership experience preferred, but not required.

**Medical Specialties - Ambulatory - Assistant Nurse Manager, Level IV (248849)**

FT position available, (M-F 8-430 no holidays/weekends/or call)

This is a dynamic leadership position that works collaboratively with a multi-disciplinary team in a multi-specialty department. This ANM will have responsibility in assisting nursing leadership in oversite of the endocrine and nephrology departments with clinical skills and operational growth as well as management of the ULP of ambulatory technicians. Individuals in this role must be able to coach and empower team members for optimal patient outcomes while fostering an environment of personal accountability and integrity to assure team collaboration by promoting strong interpersonal and communication skills.

**Neuromedicine Pain Treatment Center - Senior Assistant Nurse Manager, Level IV (245439)**

FT position available

Exciting growth opportunity for those interested in pursuing leadership. Responsible for the oversight of two offices, Rochester and Clifton Springs, with a primary office located in Brighton. Additional responsibilities include; monitoring of daily activities, staffing, the facilitation of, and ability to provide clinical care for patients with acute and chronic pain. Lead a diverse team of techs and nurses in both procedural and office based work environments. Work together with ambulatory leadership, administration, and practice managers to achieve departmental goals. Interpret policy, establish and maintain standards of practice consistent with the university. Ideal candidates should be motivated, have excellent communication skills, and role model IICARE values. Previous leadership experience preferred, but not required. Requires NYS license and a Bachelor's Degree in Nursing.
Available Positions

Orthopaedic Clinic at Clinton Crossings - Assistant Nurse Manager, Level IV (242395)
FT position available, primarily days

Looking for an Assistant Nurse Manager interested in providing quality patient care and staff satisfaction. Will be responsible for assisting NM in oversight of Clinton Crossings Clinic along with UR Orthopaedic clinics throughout the region. Individual must coach and empower team members for optimal patient outcomes while fostering an environment of personal accountability and integrity. Assure Team collaboration by portraying strong interpersonal and communication skills. Individual must be willing to organize and facilitate throughput. Individual is willing to work with newborn to geriatric patients. Interested in initiating changes to improve overall patient care, provide constructive feedback to staff, resolve patient concerns, TJC, and QA/PI activities.

Pain Treatment Center - Nurse Manager, Level V (247431)
FT position available

Exciting growth opportunity for those interested in pursuing leadership in a busy, fast paced procedural area. Responsibilities include, but are not limited to; monitoring of daily activities, staffing, the facilitation of, and ability to provide clinical care for patients with acute and chronic pain. Lead a diverse team of techs and nurses in both procedural and office based work environments. Procedural area utilizes fluoroscopy and moderate sedation for a wide range of procedures. Work together with ambulatory leadership, administration, and practice managers to achieve departmental goals. Interpret policy, establish and maintain standards of practice consistent with the University. Ideal candidates should be motivated, have strong interpersonal and communication skills with a positive can-do attitude, and role model IICARE values. Ability to work in a team setting and provide compassionate, quality care to patients with acute and chronic pain issues is essential. Previous leadership experience preferred, but not required. Requires NYS license and a Bachelor's Degree in Nursing.

Cardiovascular Nursing

43600 - UR Medicine Cardiac Care - Assistant Nurse Manager, Level IV (240736)
FT position available, D/E/N, weekends and holidays per unit policy.

Exciting opportunity to impact the health of pre and post operative cardiac and vascular patients by functioning as clinical leader within the context of the multidisciplinary team of health care professionals. Responsibilities will include clinical leadership and oversight for all nursing practice functions on the floor. In addition, the person will assume a leadership role in educating, coordinating, communicating and allocating unit resources, as well as providing support and leadership to unit based staff. BS degree required. Recent acute care experience required.

Cardiac Cath & Electrophysiology Lab - Assistant Nurse Manager, Level IV (246191)
FT positions available, weekend, holidays and on-call responsibilities per unit policy.

UR Medicine Cardiac Care includes one of the regions' largest Cardiac Catheterization and Electrophysiology lab programs. The Cath and EP unit is an inpatient / outpatient procedural lab with a holding area for recovering patients post procedure.
Available Positions

Critical care experience or cardiac medical/surgical experience is required. Must demonstrate ability to function in a leadership role, be flexible in caring for a diverse population and work collaboratively as an active member of an interdisciplinary team. Excellent communication and interpersonal skills required.

**Cardiac Catheterization & Electrophysiology Lab - Nurse Manager, Level V (248588)**

FT position available, includes on-call responsibilities

Come join our dynamic management team working in the Cardiac Catheterization and Electrophysiology Lab. Experience the opportunity to work in a progressive state of the art environment that utilizes the newest technology and treatment options to deliver the highest quality care and outcomes across a variety of phases of care (pre-procedure, post-procedure, and post-anesthesia care). This collaborative role focuses on strategic and financial planning, project and program development, delivering patient centered care and contributing to the professional growth and development of staff. We are looking for individuals who are engaged in growth and development personally and professionally, committed to achieving quality care and outcomes, and those who are excited to take on opportunities to strive for Meliora. Recent clinical experience in Adult Cardiac Cath/ EP Lab required. MS degree is preferred and prior management experience required.

**Critical Care Nursing**

**31800 - Kessler Burn/Trauma ICU - Assistant Nurse Manager, Level IV (246935)**

FT position available, D/E/N, 8 and 12 hour shifts, with on-call responsibilities, and holidays and weekends per unit policy.

Become part of a dynamic, collaborative, multidisciplinary care team responsible for burn/trauma, critical care patients. Patient and staff satisfaction is a priority. Recent acute care required, experience with diverse patient populations a plus. Excellent communication skills, flexibility, creativity, and collaborative teamwork valued. Flexibility and open mindedness for change and a positive attitude a must! Responsibilities will include performance improvement initiatives, mentoring and participation in annual performance evaluations of staff. A minimum of 5 years of RN experience, BSN required.

**31800 - Kessler Family Burn/Trauma ICU - Senior Assistant Nurse Manager, Level IV (247730)**

FT position available (40 Hours) D/E/N weekend and administrative on-call responsibilities. Split position between administrative and clinical responsibilities.

The Senior Assistant Nurse Manager (Senior ANM) provides direct support to the Unit Nurse Manager and is accountable for daily unit operations. Participates in the management of human resources, career sculpting, mentoring, the development and evaluation of recruitment and retention strategies, and the monitoring of patient outcomes. Accountable for supporting standards of care and providing consultation and expertise in the delivery of patient care. Involved in activities at the service, nursing practice and institutional level, and contributes to goal achievement through personal action, effective communication and the facilitation of others. Participates in community and professional organizations, demonstrating commitment to the promotion of nursing’s visibility and future. Requires a BSN from an accredited Nursing Program and an active New York State license in good standing. Applicants will have a minimum of 3-5 years of ICU RN experience in
Available Positions

addition to recent formal leadership experience (Assistant Nurse Manager or equivalent).

71600 - Medical ICU - Unit Based Orientation Coordinator - Assistant Nurse Manager, Level IV (245572)
FT position available (40 hours) D/E/N, weekend, holidays and on-call per unit policy.

The Assistant Nurse Manager (ANM) position an exciting opportunity for a highly motivated registered nursing professional to take on a leadership role in a fast-paced medical intensive care unit at the University of Rochester Medical Center. Our interprofessional medical ICU team provides a variety of specialty nursing care for patients in a compassionate, family-centered way. The ideal applicant will possess effective leadership and problem-solving skills, strong communication skills, including the ability to negotiate and resolve conflict, and demonstrate competence in the delivery of critical care nursing modalities with a willingness to learn and develop as a leader. The ANM will assume, in collaboration with the unit Nurse Manager, an integral role in unit orientation, education, performance improvement, and allocation of resources while working with the NM to articulate and accomplish unit and hospital goals. Onboarding will include formal leadership orientation classes. Strong communication and interpersonal skills are required. One year of ICU experience preferred, BS required. Responds to other unit duties and responsibilities as needed.

8-3400 - Medical Intensive Care Unit (MICU) - Senior Assistant Nurse Manager (235086)
FT position available (40 Hours) D/E/N weekend and administrative on-call responsibilities. Split position between administrative and clinical responsibilities.

The Senior Assistant Nurse Manager (Senior ANM) provides direct support to the Unit Nurse Manager and is accountable for daily unit operations. Participates in the management of human resources, career sculpting, mentoring, the development and evaluation of recruitment and retention strategies, and the monitoring of patient outcomes. Accountable for supporting standards of care and providing consultation and expertise in the delivery of patient care. Involved in activities at the service, nursing practice and institutional level, and contributes to goal achievement through personal action, effective communication and the facilitation of others. Participates in community and professional organizations, demonstrating commitment to the promotion of nursing's visibility and future. Requires a BSN from an accredited Nursing Program and an active New York State license in good standing. MS preferred. Applicants will have a minimum of 3-5 years of ICU RN experience in addition to recent formal leadership experience (Assistant Nurse Manager or equivalent).

81400 - Surgical Intensive Care Unit - Assistant Nurse Manager, Level IV (241433)
FT position available (40 hrs/wk), D/E/N, 8 and 12 hour shifts, holiday, weekends and on-call responsibilities per unit policy.

Seeking a dynamic individual with ability to function in the leadership role. Must have acute care experience, the ability to work collaboratively with all members of the health care team, and excellent communication and interpersonal skills. ICU experience is preferred. The Surgical ICU is a fast paced environment that provides care for a diverse population of surgical and medical patients, including liver transplant, thoracic, and vascular patients. Join our team as we continue to grow and expand our unit! Requires a BSN or matriculation in a BSN program from an accredited Nursing Program and an active
Available Positions

New York State license in good standing. Applicants will have a minimum of 5 years or RN experience. This position is a member of the unit/service leadership team, demonstrates the ability to develop standards of care, unit/service goals, and objectives, and provides consultation and expertise in delivering patient care.

81600 - Medical Intensive Care Unit - Assistant Nurse Manager, Level IV (242127)

FT Position Available (40 hours), D/E/N, 8 and 12 hour shifts, weekend, holidays and on-call per unit policy.

Looking for a Nurse Leader interested in working in a dynamic, interdisciplinary critical care environment. Will collaborate with NM and other ANM's to energize and engage staff for optimal patient outcomes. The new ANM will assume an integral role in education, performance improvement, and allocation of resources while working with the NM to articulate and accomplish unit and hospital goals. Must demonstrate; effective group leadership, delegation and problem solving skills which includes completion of projects within designated timeframes. Excellent communication and interpersonal skills are necessary for success in this role. Must demonstrate clinical expertise in critical care nursing.

Adult Critical Care - Assistant Nurse Manager, Level IV (246904)

FT position available (40 hours) D/E/N, weekend, holidays and on-call per unit policy.

The Assistant Nurse Manager (ANM) position an exciting opportunity for a highly motivated registered nursing professional to take on a leadership role in an adult critical care unit at a nationally recognized academic medical center. Current critical care specialties with open positions include Medical ICU, Surgical ICU, BTICU & Neuro ICU at the University of Rochester Medical Center. Our interprofessional ICU team provides a variety of specialty nursing care for patients in a compassionate, family-centered way. The ANM will work with the NM to articulate and accomplish unit and hospital goals related to staff engagement and patient safety. The ideal applicant will possess effective leadership and problem-solving skills, strong communication skills, including the ability to negotiate and resolve conflict, and demonstrate competence in the delivery of critical care nursing modalities with a willingness to learn and develop as a leader. Onboarding will include formal leadership orientation classes and on the job training. Strong communication and interpersonal skills are required. One year of ICU experience preferred, BS preferred.

GPS Team - Senior Assistant Nurse Manager, Level IV (242475)

Full time position: D/E, weekend and administrative on call responsibilities

The best candidate for this dynamic role has the ability to think on their feet, while helping meet the needs of this rapidly changing team. They will do so by supporting the team nurse manager and existing assistant managers in daily team operations including the following: Evaluate new requests for the Telle-sitter and bedside GPS programs Round on staff and current patients to support and trouble shoot unit and patient needs. Work with multiple unit charge nurses and GPS charge to evaluate appropriate interventions to achieve patient safety. Cross train in scheduling and payroll policies and procedures. Have a primary focus on onboarding and orientation processes, including coaching, developing learning modules, and documentation of progress. Coach and mentor staff to achieve annual team and individual professional goals, including annual competencies and skills training. Provide direct supervision in the absence of the manager to maintain team
Available Positions

operations. This position requires a BSN, and active New York licensure, 3-5 years nursing experience, and recent formal leadership experience.

Emergency Nursing

G1600 - Emergency Medicine - ED Observation 2 - Assistant Nurse Manager, Level IV (247227)

FT position available, D/E/N, and on call responsibilities

The division of Emergency Medicine is seeking a highly motivated individual to become part of the Observation Unit Nursing Leadership Team. This leader must have excellent communication, interpersonal, and problem-solving skills. The ANM will be responsible for assisting with the selection of staff, coordinating staff assignments, participation in performance evaluations, and support nurse orientation, education, and competency development. The ANM will also assist the unit manager with other duties as assigned. Qualifications: Minimum of 2 years acute care experience. BSN required.

G1600 - Emergency Medicine - Senior Assistant Nurse Manager, Level IV (247229)

FT position (40 hours) D/E/N, Holidays and Weekends, On-Call Responsibilities

The Senior Assistant Manager (Senior ANM) provides direct support to the Unit Nurse Manager and is accountable for daily unit operations. Participates in the management of human resources, career sculpting, the development and evaluation of recruitment and retentions strategies, and scheduling. Involved in activities at the service, nursing practice and institutional level, contributes to goal achievement through personal action, effective communication and facilitation of others. Able to cover and fill in as NM during his/her absence. Seeking an individual with a positive attitude, who demonstrated leadership skills, excellent communication and interpersonal skills, strategic problem-solving ability, and strong clinical skills. Requirements: BSN, 3-5 years of previous leadership experience and an active New York State license in good standing required.

Medical Surgical Nursing

21800 - Adult Admission Unit - Assistant Nurse Manager, Level IV (247997)

FT position available, D/E/N, 8 and 12 hour shifts, holiday, weekends and on-call responsibilities per unit policy.

Acute medical/surgical experience required. Demonstrates ability to function in the leadership role. Provide direct care to patients across the age spectrum in a fast paced collaborative environment. Ability to work collaboratively with all members of the health care team and coordinate a multidisciplinary approach to care. Excellent communication and interpersonal skills. Demonstrates good strong prioritization and organizational skills, flexibility and clinical competence.

51200 - Acute Rehabilitation and Physical Medicine - Assistant Nurse Manager, Level IV (247179)

FT position available (40 hours), primarily days with some off-shift requirements, Holidays and Weekends, and on-call responsibilities per unit need
Available Positions

Seeking a motivated individual with demonstrated leadership, excellent communication and interpersonal skills, strategic problem-solving, support of daily operations, and strong clinical skills. Ability to work collaboratively with all members of the health care team and coordinate a multidisciplinary evidence-based approach to care. Must be flexible and able to adapt to readily changing responsibilities/priorities. Able to cover the Nurse Manager during his/her absence. Requires a BSN or matriculation in a BSN program from an accredited nursing program. Acute rehabilitation experience preferred.

51400 - Trauma/General Surgery - Assistant Nurse Manager, Level IV (247095)
FT position available, D/E/N, 8 and 12 hour shifts, weekends and holidays per unit policy.

Experience in recent acute care required. Must be flexible and have the ability to work in collaboration with multiple disciplines and health care teams. Other responsibilities will include performance improvement initiatives, JCAHO preparation, BLS education, trauma program development and participation in annual performance evaluations of staff.

53600 - Neurosurgery - Assistant Nurse Manager, Level IV (242931)
FT position available (40 hr.), D/E/N, Holidays and Weekends per unit policy.

Seeking a motivated individual with demonstrated leadership, excellent communication and interpersonal skills, strategic problem-solving ability, and strong clinical skills. Ability to work collaboratively with all members of the health care team and coordinate a multidisciplinary evidence-based approach to care. Must be flexible and able to adapt readily to changing responsibilities and environment. Recent Neurosurgery experience preferred. Able to cover for the NM during his/her absence. Requires a BSN or matriculation in a BSN program from an accredited Nursing Program and an active New York State license in good standing.

61400 - Acute Medicine Unit - Senior Assistant Nurse Manager, Level IV (248719)
FT position available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Join a team of nurses specializing in care for a diverse spectrum of acute and complex medical patients. Become part of a dynamic, collaborative care team focused on providing high quality care. Recent acute care helpful, experience with diverse patient populations a plus. Excellent communication skills, flexibility, creativity, collaborative teamwork, open mindedness for change and a positive attitude a must! The Senior ANM will work directly with the Nurse Manager and will be accountable for human resource, career development, recruitment and retention efforts, budget, and quality of care/patient outcomes. This individual will work in partnership with both the NM and Nursing Director to support program development to maintain relevance with the patient population served. Candidate is required to possess strong interpersonal and communication skills. BS degree preferred, 3 years experience required.

63400 - Acute Medicine Unit - Assistant Nurse Manager, Level IV (241093)
FT position available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Become part of a dynamic, collaborative care team responsible for medical patients, patient and staff satisfaction is a
Available Positions

priority. Recent acute care required, experience with diverse patient populations a plus. Excellent communication skills, flexibility, creativity, and collaborative teamwork valued. Flexibility and open mindedness for change and a positive attitude a must! Responsibilities will include performance improvement initiatives, mentoring and participation in annual performance evaluations of staff.

63400 - General Medicine - Senior Assistant Nurse Manager, Level IV (242254)

FT position available (40 hr.), D/E/N, Holidays and Weekends per unit policy.

The Senior Assistant Nurse Manager provides direct support to the Unit Nurse Manager and is accountable for daily unit operations. Participates in the management of human resources, career sculpting, mentoring, the development and evaluation of recruitment and retention strategies, and the monitoring of staff competencies. Accountable for supporting standards of care and providing consultation and expertise in the delivery of patient care. Involved in activities at the service, nursing practice and institutional level, and contributes to goal achievement through personal action, effective communication and the facilitation of others. Able to cover and fill in as NM during his/her absence. Seeking an individual with demonstrated leadership, excellent communication and interpersonal skills, strategic problem-solving ability, and strong clinical skills. Ability to work collaboratively with all members of the health care team and coordinate a multidisciplinary evidence-based approach to care. Requires a BSN or matriculation in a BSN program from an accredited Nursing Program and an active New York State license in good standing. Applicants will have a minimum of 5 years or RN experience.

63600 - Acute Medicine - Assistant Nurse Manager, Level IV (247887)

FT position available, D/E/N, 8- & 12-hour shifts, weekend and administrative on-call per unit policy.

Demonstrates ability to function in the leadership role and be an active member of the leadership team. Must have the ability to work collaboratively with all members of the healthcare team and coordinate a multidisciplinary approach to care. Excellent communication and interpersonal skills required. This is a busy medical unit; all applicants must be team driven and dedicated to helping the unit exceed. Med/Surg experience required. Requires a BSN or matriculation in a BSN program from an accredited Nursing Program and an active New York State license in good standing.

63600 - Acute Medicine - Senior Assistant Nurse Manager, Level IV (248721)

FT position available, D/E/N, 8 & 12 hour shifts, weekend and administrative on-call per unit policy.

Demonstrates ability to function in the leadership role and be an active member of the leadership team. Must have the ability to work collaboratively with all members of the healthcare team and coordinate a multidisciplinary approach to care. Excellent communication and interpersonal skills required. This is a busy medical unit, all applicants must be team driven and dedicated to helping the unit exceed. The Senior ANM will work directly with the Nurse Manager and will be accountable for human resource, career development, recruitment and retention efforts, budget, and quality of care/patient outcomes. This individual will work in partnership with both the NM and Nursing Director to support program development to maintain relevance with the patient population served. Candidate is required to possess strong interpersonal and communication skills. BS degree preferred, 3 years experience required.
Available Positions

71200 - Thoracic and Surgical Specialty - Senior Assistant Nurse Manager, Level IV (244093)

FT position available (40 hr), D/E/N, holidays, weekends, and on-call per unit policy.

The Senior Assistant Nurse Manager (Senior ANM) provides direct support to the Unit Nurse Manager and is accountable for daily unit operations. Participates in the management of human resources, career sculpting, mentoring, the development and evaluation of recruitment and retention strategies, and the monitoring of patient outcomes. Accountable for supporting standards of care and providing consultation and expertise in the delivery of patient care. Models and holds nursing and other staff accountable to meet the IICARE values. Supports a positive work environment and provides leadership for unit/service adherence to UR/Strong policies and procedures. Involved in activities at the service, nursing practice, and institutional level and contributes to goal achievement through personal action, effective communication, and the coaching of others. Assists the Nurse Manager in implementing evidence-based change identified through performance & quality improvement activities. Requires a BSN from an accredited Nursing Program, an active New York State license in good standing, and certification in practicing specialty by recognized accrediting agency. Applicants will have a minimum of 3 - 5 years or RN experience in the acute care setting. Thoracic Surgery experience required.

Neuro/Musculoskeletal Nursing

5-3400 - Orthopaedics - Assistant Nurse Manager (232988)

FT position available, D/E/N, 8 & 12 hour shifts, holidays and weekends per unit policy.

This unit specializes in Orthopaedic trauma, spinal surgery, and other elective Orthopaedic surgical diagnosis. As part of a department recognized for research and innovation, our Ortho unit offers many opportunities for education and professional growth. Applicants must have excellent organizational, problem solving and communication skills. Nurses hired to this unit can expect to be part of an enthusiastic and fun team. Recent surgical experience required. Demonstrates good communication and problem solving skills. Demonstrates ability to function in leadership role.

81200 Neuro ICU - Level IV - Asst Nurse Manager (248027)

FT positions available, D/E/N, 8 & 12 hour shifts, holidays and weekends per unit policy.

Dynamic individual to assume the position of assistant nurse manager of the Neuro Intensive Care Unit; The ideal candidate will possess effective group leadership and problem solving skills, Possess strong communication skills including the ability to negotiate and resolve conflict, Provide expert patient care and advanced assessment skills. Support a multidisciplinary, collaborative approach to care. Contribute to quality improvement, program development and participate in annual performance evaluations of staff. Respond to other unit duties and responsibilities as needed.

Pediatric Nursing

6 South - Pediatric Cardiac Care Center - Nurse Manager, Level V (248847)

FT position available
Available Positions

The Pediatric Cardiac Care Center is seeking an individual with distinguished leadership, management, and clinical skills in pediatric critical care. The PCCC provides comprehensive, state-of-the-art diagnosis, medical/surgical treatment, and long-term follow-up care for infants, children, adolescents, and young adults with all types of acquired and congenital cardiac conditions. The nurse manager is accountable for directing and evaluating both nursing and union staff, assuming fiscal responsibility for the unit budget, effectively contributing to staff and leadership development, and engaging in various ongoing quality improvement initiatives. Additionally the nurse manager is responsible for the implementation of changes based on hospital administrative standards, HR standards, and in collaboration with all regulatory and state requirements. The ideal candidate must have a strong commitment to promoting a positive work environment, supporting professional practice and employee engagement, and must have excellent communication skills. Minimum of five years demonstrated clinical expertise in pediatric nursing is required. BSN required.

AC6 - Ambulatory Pediatrics - Assistant Nurse Manager (235269)

FT (40hrs) position available; mostly days with some occasional evenings and Saturdays.

Ambulatory Pediatrics is seeking a team oriented yet independent pediatric nurse leader to join our multidisciplinary team. This exciting opportunity to help lead a dynamic nursing team requires being able to promote equitable healthcare of the highest order to a variety of diverse pediatric patients and their families. Seeking candidate who understands the economic and social conditions of the Rochester Community that could influence health status and healthcare delivery in underserved areas. In collaboration with the Nurse Manager, the ANM will provide oversight of processes, scheduling, team work and operations in GCH pediatric practice areas including continuity clinic, illness clinic, and telephone triage. The ANM is involved in activities at the service, nursing practice and institutional level, and contributes to goal achievement through personal action and the facilitation of others. The ANM provides expert patient care, serves as a resource, consults as requested, and communicates effectively within the unit and service. The ANM also participates in the management of human resources, the development and evaluation of recruitment and retention strategies, and the monitoring of patient outcomes. Contribute to performance improvement, program development, and participate in annual performance evaluations of staff. B.S. in nursing degree required. 2 years nursing of pediatric experience such as a pediatric or family medicine practice preferred. Excellent written/oral communication and computer skills are required. Leadership and crucial conversation experience preferred.

Pediatric Clinical Resource Nurse (242929)

D/E/N. 36 and 40 hour positions available. Weekend contract available if desired.

Exciting opportunity to be a part of the up-and-coming new Pediatric CRN team! Off shift bed management responsibility. The Pediatric CRN will serve as a clinical expert and resource for GCH, as well as leadership for the pediatric service. Peds CRNs are part of all emergency response teams including the Rapid Response Team, Pediatric Code Team, Ambulatory Clinic to Emergency Department (ACED) Team, and the newly developed Behavioral Emergency Response (BERT) Team, to be piloted in Spring, 2023. Peds CRNs support nurses at the bedside with procedural support and nursing interventions, high-risk, low-volume procedures such as (but not limited to) radial arterial blood draws, hemodialysis catheter accessing and de-accessing, placement of IOs, and ND tube placement. BSN and Pediatric Certification required, 3-5 years of
Available Positions

pediatric critical care/ED experience preferred. Excellent written and verbal communication, ability to triage and prioritize, and the ability and flexibility to respond to ever-changing and competing demands within GCH required.

Perioperative Nursing

**Ambulatory Orthopaedic Surgery Center (AOC) - Operating Room - Asst Nurse Manager (235880)**

FT position primarily Day/Evening Monday through Friday

Seeking an energetic individual with demonstrated leadership, clinical and management skills to join our new Orthopaedic Surgery Center located in Henrietta. Ability to work collaborative with all members of the of the perioperative team and coordinate a multidisciplinary approach to care. The role will include a strong emphasis of orientation of new hires, staff education and QA within the perioperative environment. Candidates most possess effective communication skills and demonstrate the ability to coordinate activities of the perioperative personnel to ensure safe patient care. CNOR certification preferred, 3-5 years' Operating Room experience required.

**OR - Operating Room - Pod 1 (Neuro, Plastics, ENT, OMFS) - Assistant Nurse Manager, Level IV (238996)**

FT position, D/E/N, holidays, weekends, and on-call responsibilities

Direct staff within services to facilitate a team approach to the care of the patient in perioperative services. Promotes training across services within the Pod. Facilitates collaboration of Surgeons and Staff. Communicates daily schedule changes/ Huddle. Implements performance improvement initiatives. Interfaces with Primary Service Nurses for service specific equipment, instrumentation and supply needs and supports new nurses and surgical technologists with the interpretation of protocols, policies and guidelines. Candidates must possess effective communication skills and demonstrate the ability to coordinate activities of the Perioperative personnel to ensure safe patient care. Enjoys working as part of a dynamic team in a high quality, highly efficient environment.

**OR - Operating Room - Pod 2 (Ortho) - Assistant Nurse Manager, Level IV (238993)**

FT position, D/E/N, holidays, weekends, and on-call responsibilities

Direct staff within services to facilitate a team approach to the care of the patient in perioperative services. Promotes training across services within the Pod. Facilitates collaboration of Surgeons and Staff. Communicates daily schedule changes/ Huddle. Implements performance improvement initiatives. Interfaces with Primary Service Nurses for service specific equipment, instrumentation and supply needs and supports new nurses and surgical technologists with the interpretation of protocols, policies and guidelines. Candidates must possess effective communication skills and demonstrate the ability to coordinate activities of the Perioperative personnel to ensure safe patient care. Enjoys working as part of a dynamic team in a high quality, highly efficient environment.
Available Positions

Psychiatric Nursing

**29200 - General Adult Psychiatry - Assistant Nurse Manager, Level IV (241022)**

FT position available, Day/Evening/Night Shifts, weekends, holidays, and on-call responsibilities.

Serve as a member of an interdisciplinary team in delivering mental health care to adults in need of acute psychiatric stabilization in the inpatient setting. Accountable for the clinical, educational, and human resource aspects of psychiatric mental health nursing. Strong interpersonal, assessment, critical thinking, teamwork, and communication skills are necessary. Demonstrate strong leadership, role modeling, and mentoring skills with a focus on staff clinical and professional development. Demonstrates values aligned with a patient-family centered care approach, patient engagement, and strength-based care. Excellent opportunity for someone with a strong commitment to high quality patient care and working with families. Demonstrates clinical expertise in psychiatric nursing.

**3-9000 - General Adult Psychiatry - Assistant Nurse Manager, Level IV (237559)**

FT positions available, primarily days, 8, 10, 12 hour shifts, holidays, weekends and on call responsibilities per unit policy.

Provide clinical nursing leadership and direct patient care on an adult inpatient psychiatric unit serving patients with acute psychiatric symptoms with co-morbid history of substance/substance abuse. Opportunity to engage in the development and implementation of performance improvement initiatives. Model collaborative teamwork to meet unit goals and patient needs. Coordinate staff assignments, participate in nursing staff performance evaluations, and support continuing education and competency development. Qualifications: Excellent communication and critical thinking skills. One 2 year of experience in an acute psychiatric setting or Leadership experience. Bachelor's degree required.

**49000 - Child and Adolescent Psychiatry Unit - Senior Assistant Nurse Manager, Level IV (245935)**

FT position available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

The Senior Assistant Nurse Manager provides direct support to the Unit Nurse Manager and is accountable for daily unit operations. Participates in the management of human resources, career sculpting, mentoring, the development and evaluation of recruitment and retention strategies, and the monitoring of patient outcomes. Be able to cover and fill in as NM during absence. Demonstrates ability to function in a leadership role, develop standards of care, unit/service goals and objectives. Collaborates with patients, families, and healthcare staff to provide safe and effective care. Candidates should possess strong interpersonal, assessment, critical thinking and communication skills. Involved in activities at the service, nursing practice and institutional level, and contributes to goal achievement through personal action, effective communication and the facilitation of other. Participates in community and professional organizations, demonstrating commitment to the promotion of nursing’s visibility and future.
Available Positions

**CPEP - Comprehensive Psychiatric Emergency Program - CRN - Registered Nurse, Level IV (247078)**

D/E/N position

The CPEP CRN will serve as a leader and clinical support to provide efficient flow of patients through the CPEP process and to the inpatient units. The CPEP CRN will work collaboratively with CPEP leadership in assuring smooth clinical practice and the maintenance of clinical standards. This may also include assisting with education and implementation of process changes. The CRN will be responsible for assisting in the management of acute psychiatric conditions, in addition to leading debriefings with our interdisciplinary team. Excellent interpersonal, communication, and prioritization skills required. Also, must have excellent critical thinking skills and be an expert at patient engagement and verbal de-escalation. This is a dynamic environment with a highly skilled staffing prepared to assess complex patient presentations in order to determine appropriate intervention and disposition.

**ECT/TMS Clinic - Assistant Nurse Manager, Level IV (246210)**

FT position available, M-F Days

Exciting opportunity to oversee the continued development and expansion of our ECT and TMS clinics while supporting nursing staff and managing daily operations. The ANM will lead unit improvement initiatives, ensure regulatory compliance, and promote the engagement and development of RNs within our clinics. Direct patient care and office time will be determined with the Nurse Manager based on the varying needs of each clinic. 3 years of RN experience required. Ambulatory and Psychiatric RN experience preferred. Must possess strong assessment, communication and critical thinking skills, be both independent and collaborative in decision-making as indicated, and have good organizational skills.

**G9200/19200 - Inpatient Medicine in Psychiatry Unit - Assistant Nurse Manager, Level IV (247324)**

FT position available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Adult medical/surgical unit for patients with active co-morbid psychiatric and/or substance use disorders. Unit includes 2 care areas; a 20-bed area and a newly remodeled 10 bed area. Candidates should have the ability to support professional development of staff, including promoting an environment that prioritizes shared governance. Monitoring and enhancing patient and staff satisfaction are core responsibilities. Candidates should possess strong interpersonal, assessment, critical thinking and communication skills. Flexibility, enthusiastic and willing to care for a varied patient population in a changing environment a must! Good effective communication skills. Having the ability to work with an interdisciplinary team is a must. He/she should demonstrate strong leadership and mentoring skills. In addition, he/she must possess clinical expertise in med/surge acute care and psychiatric nursing in order to serve as a resource and role model.

**Psych Mental Health Nursing - Clinical Resource Nurse Inpt (248639)**

FT positions available. D/E, 10 hours shifts, weekends & holidays per unit policy

Mobilization Team. This PMH Service CRN position will provide leadership and emergency clinical support to the psychiatric
Available Positions

inpatient units and CPEP and will work with leadership to coordinate the Psych Tech personnel resources to manage fluctuating operational and safety needs throughout the service. Additionally, will work collaboratively with the Department of Psychiatry and Nursing leadership in assuring smooth operation of clinical practice and the maintenance of clinical standards. Excellent interpersonal, communication, and prioritization skills required. Also must have excellent critical thinking skills under pressure and be an expert at patient engagement and verbal de-escalation skills. Applicant must have 3-5 years of PMH Nursing experience. BSN, Leadership experience, and PMH Certification preferred.

Wilmot Cancer Nursing Services

**WCC6 - Blood and Marrow Transplant - Assistant Nurse Manager - Level IV (237966)**

FT position available, D/E/N, 8 & 12 hour shifts, weekends & holidays per unit policy

Exciting opportunity for RN with BSN (or matriculated in BSN program), and > 3 years experience in BMT or Heme/Onc nursing to be an active member of our interdisciplinary Blood and Marrow Transplant program. Position will be involved in clinical care, coordinator activities, patient and staff education, and leadership. Individual must demonstrate the ability to develop standards of care, and program goals/objectives. Candidate must have the ability to work cohesively in a team or independently, have advanced skills of organization, have strong communication skills, have the ability to coach people toward their potential, and the ability to multi-task. OCN preferred.

**WCC7 - Hematology - Oncology - Assistant Nurse Manager, Level IV (234913)**

FT position available. D/E/N, on-call responsibilities, some weekends and holidays

Interested candidates should possess a strong motivation and desire for creating team excellence. Prioritizations include patient safety/satisfaction, customer service utilizing the patient and family centered model, and staff development; emphasis on effective communication, productivity, exemplary self-care, creative thinking, confident decision making skills, ability to function well in a demanding environment, approachability, and the ability to embrace constant continuous improvement initiatives. Leadership experience preferred and/or exemplified in current/past positions. OCN and oncology experience preferred. Superb nursing skill and patient care abilities required.

**WCC7 - Hematology/Oncology - Senior Assistant Nurse Manager, Level IV (247121)**

FT position, 40 hours, D/E/N. Weekend and administrative on-call responsibilities. Split position between administrative and clinical responsibilities.

The Senior Assistant Nurse Manager (Senior ANM) provides direct support to the Unit Nurse Manager and is accountable for daily unit operations. Able to cover and fill in as NM during his/her absence. Participates in the management of human resources, career sculpting, mentoring, the development and evaluation of recruitment and retention strategies and the monitoring of patient outcomes. Accountable for supporting standards of care and providing consultation and expertise within the oncology service. Actively participates in performance improvement activities on the unit, service, and hospital level. Models and holds nursing and other staff accountable to meet IICARE values. Supports a positive work environment
Available Positions

and provides leadership unit/service adherence to UR/Strong policies and procedures. Participates in community and professional organizations, demonstrating commitment to the promotion of nursing's visibility and future. Requires a BSN from an accredited nursing program and an active New York state license in good standing. Applicants will have a minimum of 3-5 years of nursing experience. Recent leadership and oncology experience preferred.

Wilmot Cancer Institute - Outpatient BMT Infusion - Assistant Nurse Manager, Level IV (248966)

FT position available, weekends, on call and holidays per unit policy

The outpatient Stem Cell Transplant & Cellular Therapy program (formerly known as BMT) is expanding! Sensational leadership opportunity for an individual looking to deliver direct clinical care, such as cellular therapy infusions, and provide ongoing education to staff and patients. Candidate must work cohesively in a team, and independently, have advanced organizational skills, strong interpersonal communication, and the desire to coach people toward their potential. OCN or BMTCN preferred.
Available Positions

Opportunities for Clinical Nurse Specialist

Neuro/Musculoskeletal Nursing


Opening January 2024 Hiring now! FT position available (40 hours), primarily days with some off-shift flexibility

This Master's Prepared candidate will work to assess, design/develop, implement, and evaluate programs and initiatives at the unit level ensuring all regulatory requirements are met. The main areas of focus will include, but not limited to: staff education and professional development, practice standards review, onboarding/nurse residency coordination, competency updating, teaching/in-services, as well as monitoring and developing action plans to improve quality metrics. This candidate will also have an exciting opportunity to collaborate with other highly motivated educators within the Neuromusculoskeletal Service Department. The candidate must be able to demonstrate strong organizational skills as well as the ability to multi-task and adapt to changing priorities. Excellent interpersonal and communication skills is a must. Acute rehabilitation experience preferred. Master's degree required.

Perioperative Nursing

Nurse Educator, Operating Room - Clinical Nurse Specialist/Clinical Nurse Leader/Masters Prepared RN (235547)

FT position available, primarily days, 8 hour shifts with occasional off shift requirement for staff education and reports directly to the OR Assistant Director.

Exciting opportunity to make an impact in perioperative services with primary responsibilities including, but not limited to, assisting with new team member onboarding and orientation, annual competencies, ongoing unit education, and collaboration with local nursing schools for capstone placement and recruitment into perioperative services. This role will collaborate with the educators of the Peri-Anesthesia Area and Ambulatory Surgery Centers to provide educational continuity across the entire service. Candidate must have excellent communication and organizational skills and proficiency in Microsoft Office computer programs (Excel, Word, and PowerPoint) along with being a team player. Master's Degree preferred, NYS RN license, Operating Room experience and CNOR required. Experience with safety and performance improvement desirable.

Perioperative Services (Intra-Operative) - Clinical Nurse Specialist/Clinical Nurse Leader/Master's Prepared RN/Nurse Educator (248399)

FT position available
Available Positions

Responsible for the design, development, and maintenance of educational and orientation programs in the Ambulatory Perioperative space, including multiple campuses (Strong West, Sawgrass, etc.). Additionally, participation and collaboration on the Perioperative leadership team to develop and execute on agendas designed for optimization and utilization of current evidence based practice. Requires a MS degree, and work experience in the Operating Room. Communication, organization and strong interpersonal skills a must.

Psychiatric Nursing

**G9200/19200 - Inpatient Medicine in Psychiatry Units - Clinical Nurse Specialist/Clinical Nurse Leader/Nurse Educator/Masters Prepared RN (245511)**

FT position available, flexible hours including occasional off shifts

This candidate will assess, design, implement and evaluate quality improvement and educational programs at the unit level. The candidate will work directly with staff, unit leadership and the interdisciplinary team as a change agent to drive excellent patient and unit outcomes. Main areas of responsibility include Unit Performance Program (UPP) team coordination, unit level data review and interpretation, project implementation/management and dissemination of best practices. The candidate should have strong communication skills, willingness to work in an interdisciplinary team and passion for patient and family centered care for a unique patient population. Must have strong clinical knowledge in medical/surgical nursing, experience in psychiatric nursing and nursing leadership a plus. Previous leadership experience preferred. Master's degree in nursing required.

**Psychiatry Service - Clinical Nurse Specialist/Clinical Nurse Leader/APRN/Nurse Educator (245712)**

Part time (32hours) primarily days, 8 hour shifts

This is an exciting opportunity for an experience mastered prepared RN to join the Psychiatric Mental Health Nursing leadership team. This candidate will work to assess, design, develop, implement, and evaluate educational program and initiatives for the service. Primary areas of focus will include, but are not limited to, providing new hire onboarding and orientation, develop and review annual competencies and ongoing Inservice education needs. Must have a strong psychiatric nursing clinical base as well as an interest in quality improvement and safety initiatives. This person must have strong organizational skills, be able to multitask and adapt to changing priorities. Excellent interpersonal and communication skills a must. Master's Degree in Psychiatric Mental Health Nursing; at least 3 years of psychiatric nursing experience across the psychiatric care continuum. Demonstrates professional responsibility and utilizes the ANA Code for Nurses as guidance for conduct.
Available Positions

Opportunities for Certified Nurse Midwife

OB/GYN Department

**OB/GYN - Certified Nurse Midwife (239307)**

FT – 40hrs

Exciting opportunity to practice as a full scope Certified Nurse Midwife in the upstate NY region! UR Medicine OBGYN Associates of the Finger Lakes is seeking a full time Certified Nurse Midwife to help support an established, rural practice. Currently, Finger Lakes OBGYN has one OBGYN Physician and two Certified Nurse Midwives, and is looking to add an additional Midwife who is eager, motivated, and who embraces caring for women. The CNM will provide full scope nurse-midwifery services in the ambulatory and inpatient setting including antepartum, intrapartum, and postpartum care, as well as well woman gynecology, family planning, and management and treatment of minor gynecologic problems. Candidates must have excellent communication skills, self-motivation, flexibility, and be open to education of learners. The CNM will be responsible for three office days per week and 24-hour call shifts, including weekend coverage. Candidates must be NYS CNM licensed/license eligible, and eligible for certification.
Available Positions

Opportunities for LPN

Ambulatory Nursing

**Department of Dermatology - Licensed Practical Nurse, Proficient (247231)**

Full time position available, days, requires flexible shifts and assignments.

Exciting LPN position available with fast paced Dermatology practices in the greater Rochester area and Brockport. Responsibilities include rooming patients, obtaining vital signs, recording within the electronic medical record, patient prep for surgical interventions, administration of local anesthesia, wound care, pressure dressing’s, and physician documentation support across multiple dermatologic disciplines (general dermatology, cosmetic dermatology, surgical dermatology) within all UR Medicine Dermatology practice locations. Applicants are expected to work collaboratively with a multidisciplinary team. Needs to work well in a team approach to provide quality care for complex dermatologic patients. Surgery experience a plus.

**Orthopaedics - Penfield/East Side - Licensed Practical Nurse, Proficient (247900)**

FT position available, primarily days and up to 8:00 PM as needed.

LPN to work in busy outpatient Orthopaedic practice with newborn to geriatric aged patients; responsibilities include care of patients, assisting with procedures, applying casts and splints, facilitating patient care and faculty needs. Must be able to work in very fast paced environment and have excellent communication skills. Requires NYS licenses as a LPN. Requires 1 years of experience.

**Southern Tier Neuromedicine Unit (Big Flats, NY) - Licensed Practical Nurse, Proficient (248983)**

FT position, Days, Mon-Fri, occasional weekend.

Opportunity to work in an outpatient Neuromedicine Unit. Able to multi task and enjoy direct patient care, exposure to electronic documentation, administration of medications and injections, minor laboratory testing, communication with patients, healthcare providers, pharmacies and fellow staff. Needs to work well with a team approach. Performs the functions associated with the clinical aspect of a patient visit in Neurology and Neurosurgery. NYS LPN license required. 1-year LPN experience required.

**Urology - Batavia - Licensed Practical Nurse, Proficient (242674)**

Full time position available, Monday through Friday

Duties to include: patient escort, preparation for urologic exam, specimen obtaining and preparation, vital signs, bladder installations, and medication administration. One-year LPN experience required. Would like experience with catheter care
Available Positions

and ambulatory/office settings.

**Urology - Canandaigua - Licensed Practical Nurse, Proficient (248306)**

FT position available, Monday through Friday 8:30 to 5:00p (need flexibility to work 8 to 4:30 as well) for office coverage.

Occasionally may travel to different offices to assist in clinical care. However, Canandaigua is main location. Would like experience with catheter care and ambulatory/office settings but not required.

**Urology - Canandaigua - Licensed Practical Nurse, Proficient (248417)**

PT position available (24 hours) , Monday through Friday 8:30 to 5:00p (need flexibility to work 8 to 4:30 as well) for office coverage.

Occasionally may travel to different offices to assist in clinical care. However, Canandaigua is main location. Would like experience with catheter care and ambulatory/office settings but not required.

**Urology at Sawgrass - LPN - Proficient (241055)**

FT position available. Primarily days.

Exciting LPN position available with fast paced Urology practice at the new state of the art clinical location. Responsibilities include rooming patients, obtaining vital signs, recording with the electronic medical record, specimen obtaining and preparation, patient prep for procedures, assistance during procedures, high level disinfection of equipment, and physician documentation support across multiple urology disciplines (general urology, oncologic urology, kidney and bladder stones, infertility, and procedures). Must be able to work in a very fast paced environment and have excellent communication skills. Needs to work well in a team approach to provide quality care for complex urologic patients. One year acute care experience or urology experience a plus, but not required.

**Cardiovascular Nursing**

**41600 - Heart and Vascular - Licensed Practical Nurse, Proficient (248067)**

FT/PT positions available, D/E/N, 8- and 12-hour shifts, holidays and weekends per unit policy.

Exciting opportunities await LPN's with an interest in cardiac care. We are seeking motivated team individuals dedicated to delivering patient and family centered care as they practice excellent clinical skills in a fast-paced multidisciplinary environment. A 21-bed Step Down cardiac care unit that cares for patients throughout the continuum of pre- procedure, post procedure and transitional care planning. This unique arrangement will allow patients to experience a multitude of services while remaining on one unit with a core team of nurses. Individuals must demonstrate flexibility while working with a multidisciplinary team in a fast-paced environment. The ideal candidates must exhibit strong critical thinking, assessment and communication skills. Come join a team that takes pride in patient-family centered care and teamwork values. Populations of patients include: Myocardial infarction, heart failure, pre and post cardiac interventional procedures or surgery. Primary tasks will include assisting RN staff in all patient care within the scope of a NYS LPN and under the
Available Positions

direction and supervision of a RN. Requires a diploma from an accredited LPN Nursing Program and an active New York State LPN license in good standing. Ideal candidates will have at least 1 year of LPN experience or 3 years of direct patient care experience.

**42800 - Cardiac ICU - Licensed Practical Nurse, Proficient (245231)**
FT position available, D/N, 8 & 12 hour shifts, weekend and holidays per unit policy

The Cardiac Intensive Care Unit offers a unique and exciting opportunity for new graduate and experienced LPN's alike. Our team provides state of the art "Heart Care" to all of Upstate New York. Our unit specializes in patients requiring mechanical circulatory support devices, high risk cardiac surgery, left ventricular assist devices, as well as heart transplants. Nurses in the CICU are supported by 24/7 coverage from Advanced Practice Providers which fosters strong multidisciplinary relationships, promotes critical thinking, all while providing an increased opportunity for autonomy within your scope of practice. Our orientation process is unique to our unit and has been designed to support the development of nurses by providing the opportunity to work with both LPN's and RN's throughout orientation. Our hospital has been recognized with the Center of Excellence Gold level for Excellence in Life Support for patients requiring ECMO by the national Extracorporeal Live Support Organization (ELSO). Don't miss the opportunity to be a member of this rapidly growing multidisciplinary team.

**43600 Hear Center - LPN-Proficient (241054)**
FT position available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

We are seeking motivated team individuals that are dedicated to patient and family centered care as they practice excellent clinical skills in a multidisciplinary cardiology environment with a focus on patient education for preventative cardiac care. A 21-bed Step Down cardiac unit that cares for patients throughout the continuum of pre- procedure, post procedure and transitional care planning. Populations of patients include: Myocardial infarction, heart failure, pre and post cardiac interventional procedures or surgery. Primary tasks will include assisting RN staff in all patient care within the scope of a NYS LPN and under the direction and supervision of a RN.

**71200 Thoracic- LPN-Proficient (248029)**
Full Time position available (40 hours) 8 hour shifts. Flexible scheduling (8:00 am – 7:00 pm)

Mobility Specialist needed for an Enhanced Recovery After Surgery (ERAS) program. This role will focus on early mobilization of Colorectal and Thoracic Surgery patients. Main duties will include getting patients out of bed to sit in the chair for the majority of the day and ambulating patients 4 times per day. As a Mobility Specialist, you will need to work collaboratively with Nursing, Physical Therapy, Social Work, Acute Care Coordinator, and ERAS coordinator. We are looking for a highly positive, team-oriented individual who will encourage patients to be an active member of their recovery process.

**Cardiac Care Flex Team - LPN, Proficient (247993)**
FT/PT positions available. D/E/N 8 and 12 hour shifts, holidays and weekends.
Available Positions

We are seeking motivated team individuals that are dedicated to patient and family centered care as they practice excellent clinical skills in a multidisciplinary cardiology environment with a focus on patient education for preventative cardiac care. Patient populations include the continuum of pre-procedural to post-surgical care of patients with varied cardiovascular and thoracic disease states including advanced heart failure and mechanical circulatory support. Primary tasks will include assisting RN staff in all patient care within the scope of a NYS LPN and under the direction and supervision of a RN. One year of adult med surg or cardiac experience required. ICU experience also welcome.

**Cardiac Cath/EP Lab - EP Nurse Specialist - LPN - Proficient (236287)**

FT positions available (40 hours). Primarily week days with some late responsibilities.

Become part of an exciting procedure team caring for patients with electrophysiological conditions. Work directly with physicians on cardiac ablations using heart mapping and stimulation technology to identify and treat cardiac arrhythmias. Learn extensively on heart mapping equipment and cardiac anatomy. Provide direct patient care for device implants as well as expert level understanding of pacemaker and ICD technology. Critical care experience or applicable medical/surgical experience required, EP experience preferred but not required.

**Critical Care Nursing**

**32800 - Burn Trauma Step Down Unit - Licensed Practical Nurse, Proficient (240722)**

FT/PT positions available, D/E/N, 8-12 hour shifts, weekends and holidays per unit policy.

Seeking a highly motivated and flexible individuals with strong organizational and interpersonal communication skills to join the Burn Trauma Step Down Unit. Candidate will be responsible for helping in the care of those recovering from burn injuries, poly-trauma, and progressive care medical/surgical patients. Requires a diploma from an accredited LPN Nursing Program and an active New York State LPN license in good standing. Acute medical-surgical experience preferred.

**71400 - NEW ACE (Acute Care for Elders) Unit - LPN, Proficient (248003)**

Full time position, D/E/N, Holidays and Weekends per unit policy

Opportunity for LPNs to become part of the exciting opportunities for nursing at UR Medicine. The unit provides multidisciplinary care to a range of adult patients while offering exposure to a variety of medical diagnoses. The ACE model of care is centered on the core components of patient centered care, proactive restorative activities, nurse driven care planning and comprehensive care transition planning. The unit offers opportunities for professional growth while working with physician teams, social workers, PT & OT and others in a team focused environment. The ideal candidate has enthusiasm for learning and working in a team.

**71600 - MICU ICU - Licensed Practical Nurse, Proficient (245573)**

FT position. D/E/N, 8- and 12-hour shifts, weekend, holiday and on-call per unit policy.

Excellent full-time opportunity to join a teamwork oriented, high-energy Medical Intensive Care Unit specializing in
Available Positions

management of complex medical conditions. Candidates must demonstrate positive attitude, willingness to learn, strong critical thinking skills, ability to prioritize care and work collaboratively with a dynamic multidisciplinary team under direct supervision of a Professional Registered Nurse. New graduate LPN's will be considered, acute medical/surgical/ICU experience preferred. Requires a diploma from an accredited LPN Nursing Program and an active New York State license in good standing.

81400 - Surgical Intensive Care Unit - LPN, Proficient (241053)
FT/PT positions available, D/E/N, 12 hour shifts, weekends and holidays per unit policy.

Seeking highly motivated and flexible individuals with strong organizational and interpersonal communication skills to join the Surgical ICU/Progressive care team. Will be responsible for helping in the care of all patients. Requires a diploma from an accredited LPN Nursing Program and an active New York State LPN license in good standing. Acute medical-surgical experience or critical care experience preferred.

83600 - Surgical ICU - LPN, Proficient (247995)
FT/PT positions available, D/E/N, 12 hour shifts, weekends and holidays per unit policy.

Seeking highly motivated and flexible individuals with strong organizational and interpersonal communication skills to join the Surgical ICU team. Will be responsible for helping in the care of ICU level patients. Requires a diploma from an accredited LPN Nursing Program and an active New York State LPN license in good standing. Acute medical-surgical experience or critical care experience preferred.

Emergency Nursing

Emergency Department - LPN, Proficient (241050)
FT position available, D/E/N, 8 and12 hour shifts, weekends and holidays per unit policy

Assisting RN in triage with implementation of standing orders. 1 year acute care experience required. Excellent communication and documentation skills as well as, ability to work collaboratively with interdisciplinary care providers in a fast paced setting.

G-1600 - Emergency Observation - Licensed Practical Nurse, Proficient (239799)
Full time positions available, D/E/N, 12 hour shifts, weekends and holidays per unit policy.

Exciting opportunity for an experienced LPN to work at the top of their scope of practice and utilize all of their skills. Emergency Observation cares for a wide variety of diagnosis in a diverse population of patients. This is a fast-paced environment requiring flexibility and strong communication skills as well as IICARE values.
Available Positions

**Imaging Science**

*East River Road Adult Outpatient Imaging - Licensed Practical Nurse, Proficient (248444)*

Full Time position available, day/evening, 8 hour shifts, no weekends, no holidays, no on call

We have an exciting opportunity to be a part of the Ambulatory Imaging Sciences nursing team for an LPN with at least 1 – 2 years of acute care experience. This newly appointed and dynamic position will require the ability to work in our fast-paced interventional and diagnostic sections. Both environments require excellent communication and information-gathering skills. Top-notch IV insertion skills are a 'must'. Only team-oriented individuals need apply. Specific duties include admitting and prepping of patients for interventional procedures, assisting RN with post-procedure observations and discharges. Diagnostic role includes screening, prepping, and discharging CT and MRI patients under the guidance of an RN.

**Medical Surgical Nursing**

*21800 - Short Stay Unit (20 bed unit) - Licensed Practical Nurse, Proficient (240418)*

FT position available, D/E/N, weekends and holidays per unit needs

In-patient adult boarder unit with a focus on admissions with a 24-48 hour length of stay. Join a team of nurses that specialize in care for a diverse spectrum of acute and complex medical patients. This is an exciting, fast paced, rapid turnover unit where nurses demonstrate strong critical thinking and organizational skills. Provide direct care to patients across the age spectrum in a fast paced collaborative environment. Individuals must be creative, flexible, collaborative teamwork, motivated and possess excellent communication skills. New grads are welcome to apply.

*51200 - Rehabilitation - LPN-Proficient (247988)*

FT position available, D/E/N, 8 & 12 hour shifts, weekends and holidays per unit policy.

Enjoy the opportunity to provide care for Spinal Cord Injured, Stroke/CVA, Ortho/Trauma, Neuro and Post Transplant patients. Come: be a part of our nursing team. Assist and teach the patients by performing procedures that will enhance their rehabilitation process. At least one year of acute care experience required. If you are interested I would be delighted to speak with you.

*61400 - Acute Medicine Unit - Licensed Practical Nurse, Proficient (246851)*

FT position available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Become part of a dynamic, collaborative care team responsible for medical patients, patient and staff satisfaction is a priority. Recent acute care helpful, experience with diverse patient populations a plus. Excellent communication skills, flexibility, creativity, and collaborative teamwork valued. Flexibility and open mindedness for change and a positive attitude a must!
Available Positions

**63400 - Acute Medicine Unit - LPN, Proficient (239030)**
FT positions available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Become part of a dynamic, collaborative care team responsible for medical patients, patient and staff satisfaction is a priority. Recent acute care helpful, experience with diverse patient populations a plus. Excellent communication skills, flexibility, creativity, and collaborative teamwork valued. Flexibility and open mindedness for change and a positive attitude a must!

**63400 - Acute Medicine Unit - Patient Mobility Specialist - LPN, Proficient (236618)**
FT positions available, D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Become part of a dynamic, collaborative care team responsible for medical patients, patient and staff satisfaction is a priority. The Patient Mobility Specialist under the direction of a registered nurse facilitates patient mobility and ambulation by (1) walking patients (2) transferring patients bed to chair (3) repositioning patients (4) performing range of motion. The Mobility Specialist utilizes patient handling equipment, transfer devices, and protective equipment in accordance with guidelines and vendor specification. Current med/surg experience. Demonstrates problem solving and good communication skills. Ability to be creative and work collaboratively in an interdisciplinary environment.

**63600 - Acute Care Medicine - LPN, Proficient (233489)**
FT positions. D/E/N, 8 and 12 hour shifts, holidays and weekends per unit policy.

Become part of a dynamic, collaborative care team responsible for medical patients, patient and staff satisfaction is a priority. Current med/surg experience. Demonstrates problem solving and good communication skills. Ability to be creative and work collaboratively in an interdisciplinary environment.

**71200 - Thoracic and Surgical Specialty - Licensed Practical Nurse, Proficient (244095)**
FT position (36 hrs), D/N/E, holidays and weekends per unit policy

7-1200 offers an exciting opportunity for new graduates or experienced nurses with a special interest in surgical patients, who are eager to learn. On our 25-bed unit, we care for a variety of different surgical patients including Thoracic & Foregut Surgery, Colorectal Surgery, Plastic surgery, and Burn Surgery. We have 2 step down beds for post-operative patients requiring more frequent monitoring. Additionally, we specialize in the management and care of pulmonary hypertension patients through the Pulmonary Care Center at URMC, the only center in upstate New York and one of only four centers in NYS. We are excited to have also been newly certified to care for readmitted patients with LVAD therapy and support URMC’s expanding VAD program. On 7-1200, you will develop a diversified skill set working with a variety of medical equipment, tubes, lines, and drains. We take pride in our nursing culture and strive to maintain a positive working environment, supporting all team members to meet their professional and personal goals. Looking for candidates who exhibit critical thinking skills, strong communication, and a desire to learn and work as part of a team. Primary tasks will include working with RN staff to provide patient care within the scope of a NYS LPN, and under the direction and supervision of an
Available Positions

RN.

**73400 - Solid Organ Transplant - LPN, Proficient (238696)**

FT positions available, D/E/N, weekends and holidays per unit policy.

Seeking an energetic, highly motivated individual to join a fast-paced environment providing holistic care to the liver and kidney transplant population as well as general surgical patients. Challenging environment encourages strong organizational and time management skills. Must demonstrate excellent communication skills while working under the direction of the Registered Professional Nurse. A positive attitude and an appreciation for teamwork is a must.

**73600 - (formerly 61200) - General Medicine - Licensed Practical Nurse, Proficient (243773)**

FT position, D/E/N, 8 and 12 hour shifts, weekend and holidays per unit policy.

Acute care experience required. New grads are welcome to apply. Understands collaborative care/case management model. Ability to recognize unit needs beyond patient care assignments. Excellent interpersonal skills.

**Med/Surg Flex Team - Licensed Practical Nurse, Proficient (244453)**

FT/PT and per diem position available, D/E/N, weekend and holidays per unit policy.

The position offers exposure to a variety of medical and surgical specialties. Develop a diversified skill base. Requires the ability to work independently and demonstrate strong prioritization skills. The LPN must be able to critical think and be able to respond and communicate effectively with the multidisciplinary team.

**Neuro/Musculoskeletal Nursing**

**51600 - Neurology - LPN, Proficient (248017)**

FT position available, D/E/N, 8 and 12 hour shifts, every other weekend and holidays per unit policy.

For those with an interest in working with stroke, epilepsy, and other neurologically-impaired patients, the Strong Epilepsy-Stroke Unit is the place to be part of a dynamic interdisciplinary team! Excellent communication skills and ability to work under the direction of Registered Professional nurse in a fast paced environment. Demonstrates problem-solving skills. Acute med/surg experience preferred.

**53400 - Orthopaedics - LPN, Proficient (248005)**

FT positions available. Primarily days. 8 and 12 hour shifts, holidays and weekends per unit policy.

One-year recent acute med/surg experience preferred. Flexibility, enthusiastic and willingness to care for complex orthopaedic patients is a must! Responsibilities will focus on an assistive role, working closely with the nursing staff and providers. Good, effective communication skills coupled with good critical thinking skills will enhance your transition to a great team.
Available Positions

**53600 - Neurosurgery - LPN, Proficient (232887)**

FT position available. D/E/N, 8 and 12 hour shifts, every other weekend and holidays per unit policy.

Demonstrates strong time management skills. Excellent communication skills, and ability to work under the direction of Registered Professional nurse in a fast paced environment. Demonstrates problem-solving skills. Acute med/surg experience preferred.

**81200 - Neuromedicine ICU- LPN-Proficient (241057)**

FT/PT positions available, D/E/N, 12 hour shifts, weekends and holidays per unit policy.

Seeking highly motivated and flexible individuals with strong organizational and interpersonal communication skills to join the Neuro ICU team. Will be responsible for helping in the care of both Neuro-surgery and Neuro-medicine ICU level patients. Requires a diploma from an accredited LPN Nursing Program and an active New York State LPN license in good standing. Acute medical-surgical experience or critical care experience preferred.

**OB/GYN Nursing**

**31200 - Perinatal High Risk OB/GYN - Licensed Practical Nurse, Proficient (248574)**

FT position available, 36 hour D/N, 8 and 12 hour shifts. Weekends, Holidays and Clinical Coverage per unit policy.

In conjunction with RN team provide direct patient care to antepartum, post-partum and surgical patients. Strong commitment to customer focused and family centered care. Demonstrates strong teamwork, work ethic and professionalism. Has good interpersonal skills, prioritization and organizational skillset and clinical competence. LPN licensure required.

**31400/31600 - Labor and Delivery - Licensed Practical Nurse, Proficient (244752)**

FT position available, D/N, 8/12 hour shifts. Weekends and Holidays per unit policy.

In conjunction with the RN team, provide direct patient care to antepartum, intrapartum and postpartum women and their newborns. Includes care of moderate-high risk patients in care areas that include the delivery room, operating room and obstetrical emergency department. Commitment to customer focused, family centered care with a strong emphasis on patient/family teaching. Demonstrates good interpersonal skills, strong prioritization and organizational skills, flexibility and clinical competence. LPN licensure required. One year acute care experience preferred.

**West Ridge Women's Health Practice - Licensed Practical Nurse, Proficient (242955)**

FT position available (40 hours per week), 8 hour shift

LPN to work in a fast paced Ambulatory Women's Health Practice. Responsibilities include Office manager, preparing patients for provider exams, setting up for procedures, and medication administration. The candidate must be able to demonstrate flexibility and the ability to work within a team. The candidate must demonstrate excellent customer service skills.
Available Positions

Pediatric Nursing

8 South - Pediatrics - LPN, Proficient (244431)
FT positive available, D/E/N, 8 & 12 hour shifts, holidays and weekends per unit policy.

Opportunity to work on a team comprised of interdisciplinary clinicians serving adolescent patients with a focus on patients with psychiatric mental health conditions. Will collaborate with the RN and clinical team to assist RN staff in patient care with a specific focus on providing care to patients in our Eating Disorder Program. LPNs under the supervision of the RN will contribute to patient care and safety through interaction and maintenance of a therapeutic milieu, assistance and direction in activities of daily living, the maintenance of patient safety needs, and the implementation/evaluation of the nursing care plan. Must be flexible, passionate and committed with an interest in pediatrics and mental health.

Perioperative Nursing

Operating Room - LPN-Proficient (229061)
FT positions available, D/E/N, 8/10/12 hour shifts, holidays and on call.

The OR cares for a wide variety of patients. Specialties include orthopedics, general surgery, plastics and reconstructive surgery, urology, cardiac, neuro, vascular, transplant, GYN, ENT, thoracic, oral-maxillofacial, and trauma (level 1 trauma center). Using a multidisciplinary approach, the OR staff cares for patients of all ages. Provides technical knowledge in preparing instruments, equipment and supplies for surgical procedures and assists surgical team from the scrub position during an operation. Additional responsibilities include processing instruments and stocking the Operating Room. Must demonstrate good interpersonal skills, strong prioritization and organizational skills. Requires a LPN nursing degree from an accredited Nursing Program and an active New York State. OR experience preferred but not required.

Second Floor Operating Room - LPN, Proficient (235244)
FT/PT positions available. Unit operations are from 7:00 AM – 5:30 PM, 8 or 10-hour shifts available, on call for E/N, holidays, & weekends. Provides intraoperative care to surgical ophthalmology patients of all ages in the scrub role.

Candidates must possess effective communication skills and demonstrate the ability to participate in all necessary activities of the perioperative team to ensure safe patient care. Candidates must also demonstrate a high degree of interpersonal, prioritization, and organizational skills. Candidates should also enjoy working as part of a dynamic team in a high quality, high efficiency environment. Requires a nursing degree from an accredited Nursing Program and an active New York State LPN License in good standing.

Psychiatric Nursing

19200 - Inpatient Medicine in Psychiatry - LPN Proficient (236456)
Full time position available, primarily days, holidays per unit policy

Exciting opportunity for an LPN to join a unique unit, only a handful of similar units in the country. Adult medical/surgical unit
Available Positions

for patients with active co-morbid psychiatric and/or behavioral issues. This unit is looking for a flexible, enthusiastic and committed LPN to join our team. Previous acute care experience a plus. Willingness to care for a varied patient population in a changing environment a must! Responsibilities to include phlebotomy, patient mobility program and duties within the scope of a NYS LPN under the direct supervision of charge RN and/or unit Nurse Manager. Commitment to interdisciplinary, unit based, quality improvement team required.

19200/G9200- Inpatient Medicine in Psychiatry - LPN-Proficient (248025)
Full time positions available, D/E/N, 8 & 12 hour shifts, weekends and holidays per unit policy

Exciting opportunity for LPNs to join a unique and expanding unit, only a handful of similar units in the country. Currently a 20 bed unit, with an additional 10 bed unit opening July 2021. Adult medical/surgical units for patients with active co-morbid psychiatric and/or substance use disorders. This unit is looking for flexible, enthusiastic and committed LPNs to join our team. Willingness to care for a varied patient population in a changing environment a must! Primary tasks will include assisting RN staff in all patient care within the scope of a NYS LPN and under the direct supervision of an RN. Previous acute care experience a plus.

CPEP - Comprehensive Psychiatric Emergency Program - LPN-Proficient (243725)
FT position available, D/E/N, 8 & 12 hour shifts, holidays and weekends per unit policy.

The Comprehensive Psychiatric Emergency Program (CPEP) is seeking LPNs for an exciting opportunity to work on a team comprised of interdisciplinary clinicians serving patients across the lifespan with psychiatric mental health conditions. The CPEP encompasses the primary Triage and Screening Area; 4 Extended Observation Beds / 2 Intensive Management Beds. Approximately 11,000 patients are evaluated annually. The LPN will collaborate with the RN on managing patients while they await evaluation and/or have extended stays within the CPEP environment. Intensive management of acute psychiatric conditions is often required. This a dynamic environment with a highly skilled staffing contingent prepared to assess complex patient presentations in order to determine appropriate intervention and disposition. Current NYS licensure as an LPN required.

Psychiatry Department - Strong Recovery/Methadone Maintenance Program - Licensed Practical Nurse, Proficient (247678)
FT position 40 hours, primarily Monday through Friday days, Saturday rotation

Strong Recovery's Opioid Treatment Program (OTP) and Chemical Dependency Outpatient Program (CD-OP) located at UR Brighton Health Center. The OTP provides methadone medication assisted treatment for adults; outpatient substance use services are available for both adolescent and adults. Excellent Opportunity for someone with a strong commitment to high quality patient care, substance use disorder treatment and delivering care within an ambulatory setting. Candidate requires strong communication skills, teamwork values and a customer service philosophy in delivering patient-family centered care. Previous experience in substance use disorder treatment and experience in psychiatric mental health nursing preferred. Licensed Practical Nurse with an active New York State license in good standing required.
Available Positions

Wilmot Cancer Nursing Services

*Wilmot Cancer Institute - Apheresis - Licensed Practical Nurse, Proficient (247480)*

FT (36hr/ week). Primarily weekdays, some weekends

Responsibilities include coordination and performance of blood component procedures such as cell collections and plasma exchanges for both ambulatory and inpatients. Attributes include strong interpersonal communication, flexibility, organization, and excellent IV skills. Under the direction of an RN, the candidate must be able and willing to collaborate with various healthcare team members throughout the hospital, coordinate patient care, and work within a small care team. Minimum one-year inpatient care experience required.
Available Positions

Opportunities for Nursing Admin/Education

Cardiovascular Nursing

**Advanced Heart Failure/VAD Coordinator - Registered Nurse, Level IV (248677)**

FT position available, primarily days, 10 hour shifts with on call and weekend rotation responsibilities per program needs.

In collaboration with a multidisciplinary team, and under the general guidance of the practice physicians, the RN is primarily responsible for maintaining standards of care and patient satisfaction, and for the coordination and provision of proficient care for the Mechanical Circulatory Support (MCS) Program. The RN performs patient assessment, facilitates coordination of services and care, including: patient assessment, patient, family, staff and community education programs, and documentation. Assists in the development of clinical practice guidelines, usage tracking, MCS database, new project/device implementation and participates in program related quality assurance/performance improvement activities. Serves as the primary technical support for staff and patients requiring mechanical cardiac assist. Performs direct patient care duties and triages patient phone calls. Requires excellent clinical, critical analysis, communication and organizational skills. Must be able to function independently within the limits of the position. Demonstrated ability to work as a member of a team. Knowledge of standard of care treatment for heart failure including VADs and heart transplantation preferred. Current Registered Nurse licensure, ACLS and CPR Certifications required. A minimum of 3 years’ experience, with at least 2 of those in cardiology with an emphasis on mechanical circulatory support.

Central Administration

**Nurse Educator (248206)**

8 AM-4:30 PM

General Purpose: Full-time position available (40 hour), primarily weekdays. Weekends/Off shift as indicated. The Nurse Educator is responsible for the needs assessment, development, implementation and evaluation of a number of diverse educational programs and products provided to the Department of Nursing Practice and the URMC Clinical Enterprise. This position will primarily focus on management of the Resuscitation Quality Improvement (RQI) program, but also overlaps with AHA Training Center duties. The position involves engagement with emergency response initiatives across the Medical Center and collaboration with simulation programming. The Nurse Educator will also participate in other duties as assigned to meet other Learning and Development program needs. Requirements: Graduate degree in nursing/related educational field REQUIRED. Two years of relevant experience in education, program planning/teaching recommended. ACLS/BLS Instructor and certification a plus. Must be a Registered Nurse with a current license to practice in New York State. All interested applicants submit resume to Nursing Recruitment, Box 619-19. EOE Minorities/Females/Protected Veterans/Disabled The University of Rochester is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion to advance the University's mission to Learn, Discover, Heal, Create – and Make the World Ever
Available Positions

Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, citizenship status, or any other status protected by law. This commitment extends to the administration of our policies, admissions, employment, access, and recruitment of candidates from underrepresented populations, veterans, and persons with disabilities consistent with these values and government contractor Affirmative Action obligations.

Critical Care Nursing

Critical Care Service Professional Development Practitioner (CC Service Nurse Educator) (247729)

Full time 40 hours Days

The adult critical care nurse service professional development practitioner is an exciting opportunity for an experienced nursing professional development practitioner to join the adult critical care nursing leadership team. Primary areas of focus will include, but are not limited to, new hire onboarding and orientation for experienced and new graduate nurses, development and review of annual competencies, annual required specialty education, participation in the development and delivery of ongoing in-service and educational needs for all staff. The ideal candidate will demonstrate a high attention to detail and have excellent leadership, organizational, and planning skills. Through ongoing collaboration, this individual will work with stakeholders to assess, design, develop, implement, and evaluate evidence-based educational programs and initiatives for the service. Utilizing the ANA Code of Ethics for Nurses as guidance for conduct, the adult critical care nurse educator will represent and advocate for the needs of the service at practice-level meetings and function as the nursing contact hour planner for the service.

Nursing Practice/Admin


FT position available (40 hours), primarily days with some off-shift flexibility

This Master's Prepared candidate will work to assess, design/develop, implement, and evaluate programs and initiatives at the unit level ensuring all regulatory requirements are met. The main areas of focus will include, but not limited to: staff education and professional development, practice standards review, onboarding/nurse residency coordination, competency updating, teaching/in-services, as well as monitoring and developing action plans to improve quality metrics. This candidate will also have an exciting opportunity to collaborate with other highly motivated educators within the Neuromusculoskeletal Service Department. The candidate must be able to demonstrate strong organizational skills as well as the ability to multi-task and adapt to changing priorities. Excellent interpersonal and communication skills is a must. Acute rehabilitation experience preferred. Master's degree required.
Available Positions

**Sr Nurse Educator (248514)**

8 AM-4:30 PM

General Purpose: As a Senior Nurse Educator with the UR Career Pathways (URCP) program, the Academic Advisor will support the strategic and operational needs and initiatives of URCP and facilitate a successful career pathway for employees seeking to enter nursing or other high-demand positions requiring formal academic preparation.

Responsibilities: Provide guidance and advice for URCP supported employees as they apply to academic programs, including identification of pre-requisite courses and completion of application. Maintains data base of all meetings/communications with URCP applicants. Participate in the screening process of URCP applicants who have selected nursing and other positions requiring formal academic preparation. Maintain academic tracking information of all employees in an academic program of study. Maintain active collaboration and relationships with all areas schools to ensure accurate and efficient communication regarding academic program information. Actively explore grant opportunities to support URCP Program and work with URCP team to write and submit grant applications. Facilitate a mentoring program for identified learners in selected academic programs. Work collaboratively with URCP team to foster and maintain relationships with external Workforce Provider Organizations and the Refugee community. Works collaboratively with URCP team to ensure the success of employees in academic programs of study. Other duties as assigned.

Qualifications: MS degree in health-related field, RN licensure. 3 years experience post-MS degree and 2 years experience in staff development and academic programs/higher education preferred or equivalent combination of education and experience. Knowledge of Microsoft Office (Excel, Word, Outlook, PowerPoint); strong organizational skills; strong written and verbal communication skills. Knowledge of healthcare career pathways desirable. The University of Rochester is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion to advance the University's mission to Learn, Discover, Heal, Create – and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, citizenship status, or any other status protected by law. This commitment extends to the administration of our policies, admissions, employment, access, and recruitment of candidates from underrepresented populations, veterans, and persons with disabilities consistent with these values and government contractor Affirmative Action obligations.

**Wilmot Cancer Nursing Services**

**Wilmot Cancer Institute - Oncology Nurse Residency Program Coordinator (248270)**

FT Position. Mainly daytime hours. Off shifts as needed to support service.

Opportunity to work to improve the successful practice transition for those entering oncology nursing. This work will include leading the Oncology Nurse Residency Program development, process improvement, ongoing program evaluation, Nurse Residency curriculum building, oncology nurse recruitment and retention strategies, and onboarding of residents to the Wilmot Cancer Institute. The residency coordinator will work collaboratively with interdisciplinary teams and members of oncology nursing education at the service and unit level to ensure a transition to professional nursing practice. Utilizing theoretical teaching concepts, the successful candidate will demonstrate the ability to integrate technology and engagement...
strategies to enhance the learning environment. They will modify the current nurse residency program and develop outpatient residency curricula, educational resources, and resident evaluation strategies. This role will include the performance of a comprehensive evaluation of programs utilizing data analytics, survey feedback, and national benchmarking. In this role the residency coordinator will identify and implement new recruitment strategies for nurses at the Wilmot Cancer Institute. They will participate in ongoing mentoring and support for new oncology nurses as they transition into practice.
Available Positions

Opportunities for Surgical Technologist

Cardiovascular Nursing

*Cardiac Cath/EP Lab - Surgical Technologist (248019)*

FT positions available, primarily days with some late requirements, 10 hour shifts.

The Surgical Technologist will prepare the procedure room and sterile field for surgical procedures including the setup of sterile supplies, instruments, and equipment. They must be able to anticipate equipment required during procedures, operate equipment, and maintain sterile instruments. Surgical Technologist's will be required to function in multiple roles of the procedure team including scrub, circulator, and documenter. Good organizational skills are a must. Must be a Certified Surgical Technician or meet the NYS requirements to be grandfathered into Public Health law 2824.

Emergency Nursing

*Strong West Ambulatory Surgery Center- Brockport Location - Surgical Technologist (248028)*

FT positions available

Exciting opportunity to be an integral member of a dynamic health care team as the new surgery center is being established. Minimum 2 year Operating Room experience required. Must be a Certified Surgical Technician or meet NYS requirements to be grandfathered into Public Health law 2824. Experience in Orthopaedic, Ophthalmic, General, Urology and GI services is highly desirable. Must demonstrate knowledge of sterile technique, surgical instrumentation, and surgical procedures. Knowledge or experience with sterilization systems and processes helpful as cross training will be an integral element for successful candidates. Candidates must possess effective communication skills, enjoy working as part of a team in a fast-paced environment, and assist in all aspects of ASC preparation for next cases and next surgical day.

Pediatric Nursing

*Pediatric Operating Room - Surgical Technologist (235009)*

FT position available. D/E/N, 8/10/12 hour shifts, holidays, weekends, and on-call responsibilities.

Seeking enthusiastic individuals, excited to be a part of a multidisciplinary team that cares for pediatric patients across the age continuum. Specialties include general surgery, urology, dental, OMFS, neurosurgery, plastics, burns, ENT, and orthopaedics. Must possess technical knowledge and specialize in preparation and safe handling of instrumentation, equipment, and supplies for surgical procedures. Good organizational and communication skills are required. On-call responsibilities with a 30-minute response time required. Must be a Certified Surgical Technician or meet NYS requirements to be grandfathered into Public Health law 2824.
Available Positions

Perioperative Nursing

**Operating Room - Surgical Technologist (241059)**

FT/PT positions available, D/E/N, 8/10/12 hour shifts, holidays and on call.

Provides technical knowledge in preparing instruments, equipment and supplies for surgical procedures and assists surgical team from the scrub position during an operation. Good organizational skills a must. Must be a Certified Surgical Technician or meet NYS requirements to be grandfathered into Public Health law 2824.

**Operating Room - AOC - Surgical Technician (248596)**

FT positions available. Facilities operating hours are Monday through Friday 7:00AM-5:30PM, staggered shifts to meet unit needs.

Looking for applicants who enjoy working as part of a dynamic team in a high volume and fast paced work environment, with an emphasis on quality and efficiency. Must have Surgical Technician Certification or meet NYS requirements to be grandfathered into Public Health law 2824. Must possess technical knowledge and specialize in preparation and safe handling of instrumentation, equipment, and supplies for surgical procedures. Good organizational and communication skills are required.

**Second Floor Operating Room - Surgical Technologist (235245)**

FT/PT positions available. Unit operations are from 7:00 AM – 5:30 PM, 8 or 10-hour shifts available, on call for E/N, holidays, & weekends.

Provides technical knowledge in the preparation of instruments, equipment, and supplies for surgical procedures. Assists surgeons in providing intraoperative care to surgical ophthalmology patients of all ages. Candidates must possess effective communication skills and demonstrate the ability to participate in all necessary activities of the perioperative team to ensure safe patient care. Candidates must also demonstrate a high degree of interpersonal, prioritization, and organizational skills. Candidates should also enjoy working as part of a dynamic team in a high quality, high efficiency environment. Must be a Certified Surgical Technologist with a license in good standing or meet NYS requirements to be grandfathered into Public Health Law 2824.
Available Positions

Opportunities for Respiratory Therapist

Respiratory Care

**Department of Pediatric Critical Care - Pediatric Critical Care Registry Analyst - Respiratory Therapist (248321)**

Full time position available, 40 hours, required to have a regular, set schedule with flexible start/end times, optional remote work combined with occasional in person meetings. No holiday or weekend requirement.

The department of Pediatric Critical Care has an exciting opportunity available for a motivated, detail oriented registered nurse or respiratory therapist. The successful candidate will coordinate all activities associated with pediatric critical care clinical registries and will serve as the primary site coordinator/liaison for GCH membership in the Pediatric Cardiac Critical Care Consortium (PC4) and the Virtual Pediatric System (VPS). Responsibilities include, but are not limited to, clinical data abstraction, verification of data accuracy, report preparation, quality database maintenance, ongoing training, participation in GCH quality events, and attendance at PC4 and VPS meetings. Excellent prioritization and communication skills are required. Minimum 3 years of critical care experience, pediatrics preferred.

**Pediatric Pulmonary - Respiratory Therapist, Level II (244620)**

FT 36 hr/week; days

The Department of Pediatric Pulmonary is looking to hire a Respiratory Therapist to perform outpatient and some inpatient Pulmonary Function Testing (PFT) as well as provide general technical support in respiratory care as well as patient/caregiver education. Proficiency in performing and analyzing pulmonary function testing, oximetry, and capnography as needed. Demonstrates a working knowledge of homecare ventilators, CPAP, Bipap, suction equipment, and apnea monitors. Minimum of one year of respiratory experience preferred. NYS license as a Registered Respiratory Therapist.

**Pulmonary Function Lab - Respiratory Therapist, Level II (245225)**

Full time position (36 or 40 hrs) Dayshift M-F, no weekends or holidays, 8hr or 9 hr shifts

Unique and exciting opportunity for a NYS licensed respiratory therapist that loves coaching, teaching and supporting patients in both health management and improvements in their health. This respiratory therapist will perform pulmonary function tests in our outpatient site in the ambulatory tower of Strong Memorial Hospital. Comprehensive orientation to workflows and physiology using ComPAS2 software to meet American Thoracic Society Standards. Team member will work in a collaborative environment with physicians, nurses, respiratory therapists and technicians to provide care to our complex patient population. Our most common condition management is with asthma, COPD, lung cancer and interstitial lung disease. We also perform oxygen qualification tests, PFTs for patients who require testing prior to surgery, bone marrow transplants, or organ transplant, in addition to inpatients that have a need for a pulmonary function test. Looking for
Available Positions

motivated, autonomous, inclusive team member with 2 years of experience.

**Respiratory Therapist / Respiratory Therapy Technician - Level I - II (236903)**

FT positions available, D/N, 12 hour shifts

The department covers critical care units in adult services and pediatrics. Advanced practices include Nitric Oxide, ECMO Neonatal, and Pediatric Transport teams. Therapists attend daily rounds as an integral part of the multidisciplinary team. We offer a competitive salary structure and benefits program. Qualifications: New York State license as a Registered Respiratory Therapist with current registrations or may be certified by the National Board of Respiratory Care and complete registry status within first year of employment. ACLS, PALS, NRC a plus.
Available Positions

Other Opportunities for Nurses

Ambulatory Nursing

**AC3 - Nephrology - Nurse Navigator (248188)**

FT position, M-F day shift, 8 hour with flexible start time (No holidays/weekends)

This outpatient RN position combines acute care skills with care management and effective communication, to best care for our specialized nephrology patient population. Some of the RN responsibilities include patient triage, phone and Mychart communications, patient education about kidney disease, and contributing to a healthy team environment. The navigator helps remove barriers for patients and provide essential resources to get the timely care they need. Looking for an inclusive and compassionate nurse to join our team.

Nursing Practice/Admin

**GPS Support Staff - Temporary Position (238820)**

Per Diem positions available, rotating shifts, some weekend and holiday shifts per unit require d...

Working under the direct supervision of a RN,… Responsibilities include assisting with the provision of continuous close observation of patients and taking appropriate actions to provide for a safe environment for the hospitalized patient for real or potential threats to the safety of the patient and/or others. Demonstrated ability to work as a team member and take direction from professional staff, interact with patients and families. Provides patient care in a supportive role under the direct supervision of a nurse. Requirements: 2 semesters of college.

OB/GYN Nursing

**Reproductive Endocrinology and Infertility (REIU) - Nurse Navigator (248825)**

FT position available (40hours). Primarily days, weekend & holidays per unit policy

Dept. of OB/GYN, Division of Reproductive Endocrinology and Infertility. Responsibilities include management of infertility patients such as telephone triage, medication teaching, review of labs and treatment plans. The IVF Nurse Navigator will oversees the operations of the IVF program working closely with the IVF Administrative Assistant to ensure appropriate scheduling of the patients IVF cycle. The Nurse Navigator will ensure that the patient has the resources they need, ie IVF teaching materials, medications, consents, answers to their questions prior to the start of their IVF cycle so that they can be successful in their IVF journey. This position reports directly to the Nurse Manage and works collaboratively with the APP's, nurse manager, nursing staff, physicians, and office manager. Experience in women's health care preferred RN.
Available Positions

Pediatric Nursing

**Pediatric Nursing - Division of Pediatric Hematology/Oncology - Nurse Navigator (248877)**

Full time position available (40 hours/week), weekdays

This pediatric outpatient position combines acute care skills with care management and effective communication, to best care for our pediatric patients with Sickle Cell Disease and Vascular Anomalies. Some of the Nurse Navigator responsibilities will include patient triage, phone and MyChart communications, patient and caregiver education about Sickle Cell Disease and Vascular Anomalies and contributing to a healthy team environment. This role also includes tracking and evaluating barriers to care to support ongoing health maintenance needs, appointment attendance, and transition to adult care.

Strong Memorial Hospital

**Anesthesia Technologist-Lic (226392)**

1:30 PM-10 PM; OCC WKENDS/HOL

Role: Performs a variety of technical assignments for the Department of Anesthesiology. Exercises high degree of skill, judgment, and knowledge of the terminology, common procedures, and practices of the assigned area, including the set-up of medications and supplies in both the work room and mobile carts and anesthesia equipment set-up and troubleshooting.

Specific Responsibilities: Under limited direct supervision: Assist anesthesia providers, including: preparation of anesthesia equipment prior to the patient's arrival, placement of equipment in the operating rooms, ensuring cleanliness of anesthesia equipment, cart and machine set-up of supplies and medications based on case variables including: patient age, case type and case length, between cases and at the end of the day in each operating room, work room and mobile cart. Ensure availability of specialized anesthesia supplies required for cases in designated operating rooms. Perform moderate to advanced equipment set up, calibration, operation and troubleshooting. Participate in the Cell Saver and Liver Transplant Programs including on-call procedure. Perform set-up and support of ectopic procedures for anesthesia care ensuring proper equipment is in place for out-of-OR procedures. Function as a resource and support person for Anesthesiology providers. Perform non-waived (i.e. TEG, ABG, Glucose) Point-of-Care laboratory testing as requested by anesthesia providers. For this function, the anesthesia technologist will report directly to the anesthesiologist clinical coordinator. Performs other duties as assigned by the Shift Supervisor or Operations Manager. Qualifications: A two year college education which included technical training closely related to this position and 1-2 years related experience; or an equivalent combination of education and experience is required. Licensure as required by New York State for the performance of point-of-care testing.

**Infection Preventionist (242060)**

8 AM-4:30 PM

MAIN PURPOSE: Coordinates all activities related to the prevention and control of health care associated infections (HAIs), helps develop standards of care which reduce risk of HAIs among patients and personnel, serves as consultant, educator,
Available Positions

researcher and proponent of change in order to provide quality health care. DUTIES AND RESPONSIBILITIES: With latitude for independent action and under the general direction of the Manager or Director of Infection Prevention: Serves as a working member of the Infection Prevention Committee, responsible for coordinating, implementing and evaluating the standards of patient care developed by the Committee. Teaches infection prevention theory and procedures to hospital personnel. Supervises and conducts on-going surveillance of HAIs in patients and personnel. Compiles and interprets surveillance data on infection. Identifies epidemiological variations in levels of disease and develops appropriate measures for prevention and control. Directs and coordinates initiatives designed to identify, evaluate and implement infection prevention practice which improves patient care. Monitors patient care activities to identify methods, techniques, equipment and products which impact transmission of infection. Directs and coordinates all levels of employees in any department as it is necessary in relation to isolation, detection of evidence of cross infection, control measures, etc. Influences change through membership and participation in a variety of committees and groups. Performs surveillance of health care associated infections and enters the data into NHSN. Develops and participates in In-Service Education Programs; reviews and disseminates current infection prevention information to appropriate individuals or departments within the hospital. Collaborates with all disciplines and departments in the hospital to incorporate infection prevention principles in policies and procedures in order to provide a safe environment for hospital patients and personnel. Ensures reporting of infections and/or communicable diseases to the appropriate public health authority. Continues self-education by reviewing current literature, attending workshops, seminars and formal courses. AUTHORITY: Self-directed with general direction from Director Infection Prevention. REQUIREMENTS: A current registered nursing license and Bachelor's degree in Nursing or Bachelor of Science; a minimum of 2 years of nursing practice or equivalent health care experience; previous experience in Infection Prevention and Certification in Infection Prevention are highly desirable; or an equivalent combination of education and experience. NOTE: This document describes typical duties and responsibilities and is not intended to limit management from assigning other work as required. The University of Rochester is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion to advance the University's mission to Learn, Discover, Heal, Create – and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, citizenship status, or any other status protected by law. This commitment extends to the administration of our policies, admissions, employment, access, and recruitment of candidates from underrepresented populations, veterans, and persons with disabilities consistent with these values and government contractor Affirmative Action obligations.

**Project Nurse (241791)**

General Purpose: In Collaboration with the Assistant Director of Census Management and Adult Transfer Center/ Admitting Clinical Coordinator, the Transfer Center/ Pediatric Admitting Clinical Coordinator Registered Nurse (PACC/TC) provides direct support to Patient Flow throughout Golisano Children's Hospital (GCH) and the Affiliate Hospitals. The PACC/TC RN is accountable for 24/7 patient flow. The PACC/TC RN participates in the management of patient movement, mentoring house staff (RN and MD) and Regional MD’s concerning patient transfers, the development and evaluation of census management strategies, and the monitoring of patient flow outcomes. The PACC/TC RN is accountable for supporting standards of care and providing consultation and expertise in the placement of specialty patients (Cardiology, Neurology,
Available Positions

Transplant, Oncology, etc.) as well as managing placements of General Services and Emergency Department patients. The PACC/TC RN is involved in activities at the service, institutional, and regional level, and contributes to goal achievement through personal action, effective communication and the facilitation of others. The PACC/TC RN participates in community and professional organizations, demonstrating commitment to the promotion of URMC, particular Golisano's Children’s Hospital, visibility and future. The PACC/TC RN Lead reports to and works collaboratively with the Assistant Director of Census Management to further develop the role of the PACC. This PACC will be a major contributor to the Emergency Preparedness (EP) team in the development and execution of EP plan pertinent to Golisano’s Children’s Hospital.

Responsibilities:

- Personal Accountability
- Safety Consciousness – Contributes to a safe working environment; performs duties in a clean and safe manner. Brings safety concerns to appropriate parties; takes initiative to resolve when possible.
- Attendance and Punctuality – Fulfills work and time requirements. Keeps unscheduled absences to a minimum. Plans for coverage of responsibilities where appropriate.
- Reliability/Dependability – Meets task deadlines and work commitments. Fulfills work obligations in a timely and satisfactory manner. Takes responsibility for personal actions and performance.
- Appearance - Dresses appropriately. Avoids wearing strong fragrances or other strong odors (e.g. from smoking). Keeps workplace neat, clean and organized. Professionalism
- Relationship to Supervisor – Responds and acts cooperatively; works to maintain positive relationships with supervisor/manager. Accepts responsibility for own actions.
- Gives and Receives Feedback - Provides constructive feedback to colleagues. Mindful of both verbal and body language when giving feedback. Receptive to feedback from others; accepts feedback without defensiveness.
- Role Modeling – Conducts self in a fair and trustworthy manner. Upholds professional and ethical standards.
- Demonstrates departmental and organizational values, including Integrity, Compassion, Accountability, Respect, and Excellence.
- Functional Expertise
- Job Knowledge – Clearly demonstrates functional expertise as it relates to the job. Strives for excellence. Asks relevant questions when uncertain. Shares information and knowledge with others.
- Learning Agility – Keeps abreast of new developments and enhancements to systems, procedures and products. Values learning; seeks out new learning and development opportunities. Completes learning assignments in a timely manner.
- Problem Solving & Decision Making – Uses good judgment when evaluating a problem. Analyzes risks and identifies consequences. Makes appropriate decisions in a timely manner. Uses problem solving strategies to work through roadblocks and deliver timely results in a manner that is consistent with organizational values.
- Policy Awareness – Understands and adheres to departmental and organizational standards, policies and processes as appropriate. Asks relevant questions when uncertain. Continuously works to maintain standards.
- Use of Resources – Works to reduce waste by identifying ways to be more efficient with time, money, or processes. Where appropriate is aware of equipment and supply costs, understands appropriate use of resources. Demonstrates a sense of organizational stewardship.
- Service Excellence Towards Others – Listens carefully, expresses compassion and empathy where appropriate. Mindful of the perspective and needs of
Available Positions

others, (i.e. colleagues, patients, students, families and others). Service Orientation – Embraces organization and department mission. Works to understand goals and objectives of the unit or the department. Communication – Communicates ideas and messages clearly and concisely. Actively listens, seeks to understand others. Answers questions clearly and asks clarifying questions when needed. Keeps others informed when deadlines are challenged. Productivity – Works to deliver an expected volume of work; seeks operating efficiencies without sacrificing quality. Works to stay organized. Uses technology as needed / where appropriate. Responds to Change – Adapts to changing priorities. Handles unexpected situations and does so in a calm and positive manner. Where appropriate, questions and recommends alternatives to new processes and procedures. Leadership Competencies Effective Communication - Writes and speaks clearly. Articulates ideas and instructions in a clear and concise manner. Encourages dialogue and candor; makes it safe for others to voice their opinion. Active listener; takes the time to consider alternative points of view. Keeps others informed; conveys important information in a timely and efficient manner. Partnership & Team Building - Values, respects and is open to others' point of view. Relates well to people at all levels of the organization. Actively works to build a team. Empowers employees to take action. Supports team decisions both publicly and privately. Manages conflict; builds common ground, focuses on the positive and seeks constructive outcomes. Demonstrates care and concern for all team members and those we serve. Organizational Effectiveness - Takes initiative to get things done. Actively sets priorities. Runs effective conference calls; starts/stops on time, maintains focus on topic. Analyzes short-term and long-term risks; identifies pros and cons; evaluates options and chooses effective solutions. Makes critical decisions in a timely manner. Performance Management - Tracks, monitors, and documents patient movement. Actively encourages goal setting. Provides timely, effective, and constructive feedback. Holds team members accountable for their performance and results. Delegates tasks appropriately. Creates an environment where employees and others feel valued and appreciated. Routinely recognizes team members for their contributions formally and/or informally. Leading Change & Innovation - Champions change and innovation. Readily adapts to change, adjusts when needed. Helps others overcome resistance to change. Stays calm in the face of great change. Actively encourages and supports new ideas. Leads process improvement, encourages efficiency, works to build value for the organization. Helps develop innovative solutions Stakeholder Focus - Maintains positive and collaborative connection to key stakeholders. Understands needs, goals and objectives of all constituent groups. Works to create, monitor, and exceed key metrics and targets in support of key groups. Strategic Thinking & Planning - Ability to see the big picture by thinking conceptually, imaginatively, and systematically. Visionary and forward thinking; able to see long-term opportunities. Demonstrates the ability to develop effective plans in line with organizational goals. Industry/Regulatory Compliance Knowledge - Exhibits knowledge of, and ensures compliance with, federal and state regulatory requirements (for example: EMTELA, COBRA, HIPAA, Joint Commission, non-discrimination laws, etc.). Initiates appropriate follow up when concerns are identified. Demonstrates increasing knowledge of the organization, region, industry and marketplace. Leverages industry knowledge and business acumen to make appropriate decisions. Keeps abreast of new developments with organizational systems, procedures, and policies. Job Specific Competencies Clinical Practice Managers: patient flow in an expert manner, following policies and procedures. Performs ongoing comprehensive assessments of regional, institutional, department, service components that contribute to patient flow. Identifies complex patient problems and collaborates in developing a plan of care based on best practice standards and service availability; determines best patient placement based on expert
Available Positions

clinical knowledge, current occupancy, and staffing Provides information to update practice standards and activities based on best evidence Implements age-specific, culturally, and spiritually competent nursing interventions to address patient/family needs and response to procedures, therapies and medications Recognizes trends or subtle changes in patient/family response to care and responds effectively Identifies patient safety issues and implements action plans or educational training based on needs Differentiates unique or complex age specific patient/family learning needs and barriers to learning; Implements an educational plan based on identified needs as well as cultural and spiritual considerations; Evaluates the effectiveness of educational plan and revises as indicated Demonstrates exemplary unit/service standards of documentation Monitors staff compliance with unit and service documentation standards Ensures policies and procedures are followed by all staff Provides constructive feedback to staff when deficiencies are evident Collaborates with others to refine and revise documentation standards when indicated Service Excellence Maintains positive relationships with all members of the healthcare team Resolves conflict positively and in a timely manner, working directly with co-workers to address issues; Uses conflict management strategies to continuously improve staff relationships/unit operations Works to create team success as well as individual success Uses good judgement in all situations, ensuring ethical standards are met Treats patients, family and staff with kindness, courtesy and respect for diverse view points and cultures Treats co-workers with courtesy, consideration, respect, and trust; Functions as an effective member of the team Communicates effectively in written, verbal, and non-verbal interaction with healthcare members, patients and families Listens attentively to customers and staff, paying attention to both verbal and non-verbal messages; Communication with customers and staff is clear, courteous, caring and appropriate to the situation. Conducts periodic and annual performance reviews of nursing staff in collaboration with the Nurse Manager or Associate Director Serves as a mentor for others needing assistance with developing educational, clinical, and/or positive interpersonal skills and effective team member behaviors Mentors others new to the charge nurse role with unit management, setting priorities and delegating responsibilities to others Seeks out opportunities to improve systems and service and assists Nurse Manager in implementing changes identified through performance improvement activities and in evidence-based reports Strives to better understand the diverse cultures and customs of staff, patients and families Professional Development Engages in continuous learning to promote personal and professional growth Demonstrates responsibility for learning to improve self and performance, including progress toward achievement of annual goals Functions as a resource person. Demonstrates good communication, fairness, and support for staff; Demonstrates an approachable, calm, helpful, and efficient demeanor Accepts and acts on constructive feedback from the Department Director, peers, and colleagues in a positive manner Actively participates and encourages staff involvement in group activities Functions effectively as an expert Patient Flow Manager. Serves as a role model for others needing assistance with developing clinical and/or positive interpersonal skills and effective team member behaviors Collaborates with unit management and other departments to assure the needs of patients and institution are met Assumes primary responsibility for the department in the absence of the Department Leadership and assumes accountability for coordinating patient flow activities Assumes a leadership role in collaborative practice, patient flow improvement and other regional activities Clinical Enterprise Management Plan Reviews and evaluates regional needs for transfer to and between Affiliate Hospitals. Assists Department leadership in implementing patient flow improvements Supports Flow initiatives i.e. EPIC Transfer Center Module and Better Flow in in initiatives Supports Nursing, Specialty Services' and General Services in understanding census limitations. Identifies potential areas for expansion at institutional and regional levels. Goals: Service Excellence Professional Development Clinical Enterprise Management Plan Qualifications: Bachelor's Degree in Nursing
Available Positions

plus 3-5 years pediatric clinical nursing experience or equivalent combination of education and experience. Valid NYS RN license. The University of Rochester is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion to advance the University's mission to Learn, Discover, Heal, Create – and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, citizenship status, or any other status protected by law. This commitment extends to the administration of our policies, admissions, employment, access, and recruitment of candidates from underrepresented populations, veterans, and persons with disabilities consistent with these values and government contractor Affirmative Action obligations.