

## National Institutes of Health Clinical Research Nursing Residency Program NIH Clinical Center Nursing Department



The NIH Clinical Research Nursing Residency Program is designed to assist the newly licensed graduate nurse in the transition from nursing school to professional practice and a career in clinical research nursing. The twelve month program focuses on building critical thinking, professional practice skills, and clinical competency in the context of a clinical research setting. The residency differs from orientation in duration, focus and complexity.

Educational learning experiences include didactic classroom sessions, hands-on simulation, case studies, reflective practice, off-unit learning enhancement activities, shadow experiences, professional development and leadership activities, all under the direction of educators and preceptors.

### **Residency Program Goals**

1. Assist residents as they build a clinical skills set while developing clinical research nursing competency
2. Provide residents with resources and opportunities for transition support from nursing leadership, interdisciplinary teams and peer networks
3. Broaden understanding of the organizational structures and factors that influence care delivery in a clinical research setting
4. Empower residents to contribute to ongoing improvement and innovation in clinical research nursing specialty practice
5. Provide opportunities to explore career opportunities and pathways in clinical research nursing

### **The ideal candidate will possess the following:**

- US citizenship
- Nursing school transcript showing cumulative GPA
- New nurse graduates with less than 1 year of experience
- Bachelor of Science / Bachelor of Science in Nursing preferred
- Interest in the following nursing areas: Oncology, Medical-Surgical, Pediatrics, Neurology, & Perioperative (Operating Room, PACU)

Applications for the residency program open mid-May. To apply, visit [www.nih.usajob.gov](http://www.nih.usajob.gov). For more information about clinical research nursing at the NIH Clinical Center explore [nursing.nih.gov](http://nursing.nih.gov) or contact our Nurse Recruiter at [lenora.holloway@nih.gov](mailto:lenora.holloway@nih.gov).

### ***DHHS and NIH are Equal Opportunity Employers***

The NIH Clinical Research Nursing Residency Program is accredited with distinction as a practice transition program by the American Nurses Credentialing Center's Commission on Accreditation in Practice Transition Programs  
The Clinical Research Nursing Residency Program at The National Institutes of Health is recognized by the ANCC Practice Transition Accreditation Program® (PTAP) as an Industry-Recognized Apprenticeship Programs (IRAP)  
<https://www.nursingworld.org/organizational-programs/accreditation/ptap/>

## The National Institutes of Health Clinical Research Nursing Residency Program FREQUENTLY ASKED QUESTIONS (FAQs)

**What is the NIH Clinical Research Nursing Residency Program?** The NIH Clinical Research Nursing Residency Program is accredited with distinction as a Practice Transition Program by the American Nurses Credentialing Center's Commission on Accreditation in Practice Transition Programs. Our nurse residency program is designed to assist the newly licensed graduate nurse in the transition from nursing school to professional practice and a career in clinical research nursing.

**Which clinical areas are available for residents?** Residents are typically hired once a year as clinical research nurses within our Clinical Center Nursing Department. Areas of hire may include inpatient Medical-Surgical, inpatient Oncology, inpatient Pediatrics, inpatient Neurology, and Perioperative areas (OR, PACU).

**What is the interview process?** The residency program coordinator or nurse recruiter will contact you if you've been selected for an interview. The interview will be conducted in person or via WEBEX. The interview panel will include members of the nursing units who've selected you for the interview. The interview will last about an hour, and will consist of a series of Behavioral Based interview questions.

**How will I know if I am selected after the interview?** All applicants are selected by unit leadership. The residency program coordinator will notify you, via telephone, with an informal notice of your selection. *Tentative and Formal job offers are made through Human Resources. The program coordinator will NOT contact applicants regarding their non-selection status.*

Please note: it is important to follow all on boarding instructions after you receive your tentative job offer, you will be required to complete electronic security applications, take your fingerprints and complete an Occupational Health Clearance.

**Do I need to take the NCLEX before I start the residency program?** Yes – all hires MUST have successfully passed NCLEX by the program start date.

**When does the residency program start?** Nurse residents typically begin in the fall.

**Is there a work commitment/service agreement?** Although there is no formal written agreement, nurse residents are encouraged to remain in the unit/service for two years. The resident will be at the GS 7 grade during the first year, with grade progression based on performance.



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**What is my schedule during the residency program?** Your unit will determine your work schedule. All residents are required to complete NIH and Clinical Center Orientation, as well as central nursing orientation prior to beginning their unit-based orientations.

Many units combine 12 and 8 hour shifts, and have varied expectations related to weekend and holiday hours. The residency program education days will begin shortly after you start your unit-based orientation: education days will be one 8-hour session per week, for approximately 3 months. After about 3 months, class will be held every other week.

**Do I get to choose my department shift/location?** We strive to meet the new grad preferred interest, however we make selections based on the availability and needs on the unit.

**What is the salary? The starting salary is non-negotiable.** For new employees entering the Federal Government, residents will be classified and paid as GS-7 employees (Washington DC locality). This does not include evening/night and weekend differential. If you are transferring from another Federal agency pay setting policies may apply.

**Where can I find more information about benefits?**

You will receive a benefit hand-out when you arrive for the interview. You can also visit <https://www.hr.nih.gov/benefits>

**Is Housing available for new residents?** Residents are required to make their own living arrangements.

**Where can I find assistance related to relocation issues or problems coping with the emotional side of relocating to a new place?** Once the resident has arrived at NIH, he/she is free to contact the NIH Employee Assistance Program. The EAP offers a wide variety of assistance options which residents may find beneficial.

NIH EAP: <https://www.ors.od.nih.gov/sr/dohs/HealthAndWellness/EAP/Pages/index.aspx>

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