



ADVENTIST MEDICAL CENTER: PORTLAND

AH NURSE RESIDENCY PROGRAM

The AH Nurse Residency Program is a structured orientation and professional development program designed to ease the transition from new graduate to professional nurse. Supported by clinical experts, engaged preceptors, and leaders, the RN Residency promotes safe practice, knowledge development, and self-confidence by bridging the gap from novice nurse to competent team member.

A structured residency connects the RN Resident to the professional practice model while increasing retention, staff satisfaction, and engagement with our patients and within the interdisciplinary care team. The program includes guided clinical experience with a preceptor, education and curriculum, supportive components and mentored professional development.

Through the collaboration of staff with qualities and specialties including engaged preceptor, nurse advocate, educators, mentors and unit leaders the resident is provided with the guidance required for successful transition from student to staff RN. Our team is a partner in the new graduates' future and supports them both professionally and emotionally through the development from novice to competent clinical team member.

During the immersion period, the AH Nurse Residency program is a paid 12-18 week orientation (length dependent on speciality). To ensure clinical success, an individualized learning plan is created to support resident development from their starting point to success in their clinical speciality area. Support continues past the immersion period as the new graduate continues to transition to independent practice.

Please note that current requirements include: minimum GPA of 3.25 (BSN preferred), less than six months clinical experience working as a RN, official or unofficial transcripts, and letters of recommendation. Students may apply that have not taken the NCLEX but must have a valid RN license by the residency start date. Application requirements may be subject to change.

AMC currently accepts two resident cohorts per year. Start dates are typically in early March and August. The interview process begins approximately four months before residency start date and includes several rounds of interviews with leadership, peers, and educators. AMC requires all applicants to be on campus for interviews.

Resident clinical placements include Medical, Post-Surgical/Ortho, Emergency Department, Surgery, Women's Services, Telemetry, and the Intensive Care Unit. Not all clinical areas accept residents each cohort.

If you have further questions please email amcprnresidency@ah.org

For more information please visit our website: adventisthealth.org/nw/find-a-career