



THE BOSTON VA HEALTHCARE SYSTEM POST-BACCALAUREATE RN RESIDENCY (PBNR) HAS BEEN DEVELOPED TO ATTRACT, SUPPORT, DEVELOP AND RETAIN NEW BSN GRADUATE NURSES TO THE VA BOSTON HEALTHCARE SYSTEM. THIS IS A ONE YEAR IN LENGTH TRAINING PROGRAM ACCREDITED BY THE CCNE AND A WONDERFUL OPPORTUNITY TO MAKE NURSING HISTORY! VA BOSTON IS NOW A PATHWAY TO EXCELLENCE DESIGNATED HEALTHCARE ORGANIZATION, WE ARE COMMITTED TO CREATING AN ENVIRONMENT WHERE NURSES THRIVE.

BENEFITS:

- ☐ STIPEND PAID PERIOD-EVERY TWO WEEKS
- ☐ HEALTH & LIFE BENEFITS OFFERED
- ☐ FICA PAYMENTS
- ☐ ALL FEDERAL HOLIDAYS OFF (COLUMBUS DAY, VETERANS' DAY, THANKSGIVING, CHRISTMAS, NEW YEAR'S DAY, MARTIN LUTHER KING DAY, PRESIDENTS' DAY, MEMORIAL DAY, FOURTH OF JULY AND LABOR DAY)
- ☐ ACCRUAL OF 4 HOURS OF ANNUAL LEAVE AND 4 HOURS OF SICK LEAVE PER PAY PERIOD (EVERY TWO WEEKS)

12 MONTH SCHEDULE

- ☐ THREE PHASES
 - ORIENTATION (0-3 MONTHS)
 - LEADERSHIP & PROFESSIONAL DEVELOPMENT (4-9 MONTHS)
 - SYNTHESIS (10-12 MONTHS)
- ☐ ASSIGNED SUPERVISING PRECEPTOR FOR TWELVE MONTHS IN CLINICAL AREA-FOLLOW PRECEPTOR'S SCHEDULE AS ASSIGNED-SHARED ASSIGNMENT.
- ☐ ASSIGNED MENTOR FOR MONTHS 4-12
- ☐ 8 HOUR MONTHLY DIDACTIC WORKSHOP FOR 12 MONTHS.
- ☐ 8 HOUR EVIDENCE BASED PRACTICE CURRICULUM WORKSHOP PER MONTH FOR 12 MONTHS
- ☐ EVIDENCE BASED PRACTICE PROCESS PROJECT WITH PRESENTATION OF FINDINGS.
- ☐ PLANNED CLINICAL TIME WITH OTHER HEALTHCARE PROFESSIONALS & RESIDENTS
- ☐ PROGRAM OPPORTUNITIES: VA BOSTON HCS COLLOQUIA SERIES, NURSING GRAND ROUNDS, SPINAL CORD INJURY SERIES, LEAN AND TEACH TRAINING, ACLS.
- ☐ GRADUATION AT THE END OF THE 12 MONTH TRAINING

PROGRAM COMMITMENT BY SELECTED PBNR TRAINEES:

ALL RN RESIDENTS AGREE TO:

- ☐ COMPLETE EVALUATION AND ASSESSMENT TOOLS AS REQUESTED AT TIME SPECIFIED
- ☐ ATTEND ALL MEETINGS AS SPECIFIED IN THE VA BOSTON HCS RN RESIDENT SCHEDULE.
- ☐ ATTEND ALL EDUCATIONAL DIDACTIC & CLINICAL PROGRAMS AS SPECIFIED IN THE RN RESIDENT SCHEDULE.
- ☐ COMPLETE ALL COMPETENCIES OF THE 12 MONTH RN RESIDENCY TRAINING PROGRAM.

IMMEDIATE SUPERVISOR:

RN RESIDENCY PROGRAM DIRECTOR

VA BOSTON HEALTHCARE SYSTEM

The VA Boston Healthcare System, the largest consolidated facility in VISN 1, encompasses 3 main campuses and 6 outpatient clinics within a 40-mile radius of the greater Boston area. The consolidated facility consists of the



Jamaica Plain Campus, located in the heart of Boston's Longwood Medical Community; the West Roxbury Campus, located on the West Roxbury/Dedham line; and the Brockton Campus, located 20 miles south of Boston in the City of Brockton. In addition to the 3 main medical centers, 4 Community Based Outpatient Clinics (CBOCs) located in Framingham, Lowell, Quincy and Causeway Street (Boston), make up the VA Boston Healthcare System (VA BHS).

Mission: The VA Boston Healthcare System is dedicated to serving the needs of America's veterans. It is committed to providing the highest quality health care, to expanding the boundaries of medicine through research, and to training the next generation of health care professionals.

Vision: Our vision is that the VA Boston Healthcare System will be known for the outstanding services we provide, our compassion for our veterans, our collaborations with the communities that we serve, and our education and research initiatives.

Values: All of the efforts within the VA Boston Healthcare System will be based on the core values of: **Trust, Continuous Improvement, Mutual Respect, Diversity, Teamwork, Integrity, Innovation and Customer Service.**

Applying for 2020-2021 VA Boston HCS Post-Baccalaureate RN Resident Positions

The Boston VA Healthcare System is pleased to announce that applications for the 2021-2022 Post Baccalaureate RN Residency (PBNR) program are being accepted as of **December 1, 2020**. The VA Boston Post Baccalaureate Nurse Residency program has been developed to improve the quality of patient care by providing additional training and support to new RN nursing graduates. This is a 12 month in length training program which incorporates a clinical, didactic and evidence based practice curriculum. This is a wonderful opportunity to make nursing history!

REQUIREMENTS:

- Must be U.S. Citizen
- Graduated from a CCNE or NLNAC accredited program with a BSN or Direct Entry MSN, between 08/20 and 06/21
- Proficient in written and spoken English
- Background & Security Investigation are required
- Pass pre-trainee physical examination
- Random Drug Testing is required
- Obtain current, unrestricted RN license by July 31, 2021.

APPLYING:

If you meet the stated requirements above and are interested in this 12-month New Graduate BSN training program, please submit the following:

1. **RESUME:** no more than 2 pages.
2. **PERSONAL STATEMENT:** 400 words "Why I Wish to be Selected for the VA Boston HCS RN Residency Program".
3. **THREE LETTERS OF RECOMMENDATIONS:** **TWO** from school faculty (one must be a clinical faculty) and **ONE** from Nurse Manager/Assistant Nurse Manager of Unit of Senior Capstone Experience (or if you are employed as NA or PCA– your current immediate Nurse supervisor) place sealed envelope or e-mailed directly from School Faculty/Nurse Manager to Nurse Recruiter at: BostonVANurse@va.gov
4. **TRANSCRIPTS:** Official from school, sealed envelope.
5. **DD -214:** submit if applicant is a Veteran.

COMPLETE APPLICATION MATERIALS (AS SPECIFIED ABOVE) MUST BE POSTMARKED OR EMAILED BY CLOSE OF BUSINESS (COB) April 1, 2021.

Submit to: NURSE RECRUITER, VA Boston HCS, 940 Belmont Street (118), Brockton, MA 02301

Fax: 774-826-1115

E-mail: BostonVANurse@va.gov



The VA Boston Healthcare System RN Residency (Post Baccalaureate Nurse Residency and BSN Transition to Practice) is accredited by the Commission on Collegiate Nursing Education, 655 K Street, NW, Suite 750
Washington, DC 20001
P: (202) 887-6791