



FAQS

The NIH Clinical Research Nursing Residency Program

Which clinical areas are available for residents? Residents are typically hired once a year within the inpatient Medical Surgical Specialties Units and Oncology Units. Other areas that may hire include inpatient Pediatrics and Neurology.

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.**

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. Candidates may participate in interviews prior to sitting for the NCLEX.

When do residents start? Residents typically begin in the fall of the year.

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. The resident can progress to grades GS 9 and eventually to grade GS 11, based on performance. Residents are hired as full time, permanent employees.

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 CCND 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 typically begin in October. You'll attend class for 8 hours every Thursday, 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.

*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.

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>

The National Institutes of Health Clinical Center Clinical Research Nursing Residency Program is accredited with distinction as a Practice Transition Program by the American Nurses Credentialing Center's Commission on Accreditation.

<https://www.nursingworld.org/organizational-programs/accreditation/ptap/>