

New Graduates

Congratulations on graduating as a Registered Nurse (RN) Stepping into your first role as an RN marks the beginning of a rewarding and diverse career. This guide offers some simple tips to support your search for a job. Alongside other search tools, we recommend you use the ACE (Advanced Choice of Employment) platform, which allows you to apply to multiple health sector employers through a single portal Nursing (<https://nursing.acenz.net.nz>)

It's important to be realistic and to have options. Stepping into your first role as a qualified RN marks the beginning of a diverse career. Remember that every practice setting contributes to your knowledge and critical thinking skills. View each role as an opportunity, and you'll build an impressive CV over time.

CV/RESUME

When applying for roles, tailor your CV to each position by highlighting relevant skills and experiences. Maintain a professional format, avoiding tables and columns, as these can complicate uploads to recruitment tools. Have someone proofread your CV, ensuring it clearly outlines your clinical placements.



PRO TIP

Check out the [Careers.govt.nz](https://careers.govt.nz) site to access helpful tools and resources including how to build your CV and prepare for an interview.

APPLYING

We recommend applying directly to employers for Registered Nurse roles. Good starting points include KiwiHealth Jobs, Indeed, TradeMe, Seek, and private employers.

Many private healthcare providers post vacancies on their own career sites, so be sure to search using a web browser like Google to search for "registered nurse jobs". This will increase your chances to find open vacancies on private employer career sites. Once on their career site, sign up for job alerts. Not all healthcare providers advertise on job boards.

INTERVIEWS

Always prepare for your interview by researching the employer and understanding the role requirements. Review the job advertising and job description (if available) and prepare examples that demonstrate the required skills. Review the careers.govt.nz site for how to practice commonly asked interview questions and make sure you formulate your own questions for the interviewer. Using the STAR method (**S**ituation, **T**ask, **A**ction, **R**esult) helps you to structure your answers.

Whether it's a face to face interview, or online be ready to start your interview slightly earlier. During the interview, remember to frame your answers using **STAR** and **SMILE**. Interviewing is about getting to know you as a person as well as how you match to the requirements of the role.

STAYING MOTIVATED

Staying motivated during your job search can be challenging, especially if you don't land your preferred role. Focus on broadening your perspective and consider the valuable experience other areas can provide. Here are some tips to help:

- Set aside dedicated time each week to apply for roles.
- Follow up on applications with a polite email or call.
- Seek feedback on unsuccessful applications to improve future efforts.
- Stay organised by tracking applications and saving job descriptions.
- Join professional nursing networks and engage on social media platforms like LinkedIn and Facebook.
- Incorporate self-care into your routine, including rest, exercise, and healthy eating to stay energised.