What is the Nurse Residency Program?

Harborview's Vizient/AACN Nurse Residency Program™ (NRP) supports and nurtures new nurse graduates as they transition into their first professional role at Harborview Medical Center. The evidence-based curriculum within the nurse residency program focuses on our mission as well as three critical areas of nursing: Leadership, patient outcomes, and the professional role.

This comprehensive year-long program features monthly seminars to strengthen clinical skills and promote nursing professional development such as ethical decision-making, evidence-based practices and stress management. Focused on our mission, residents explore the resources and patient-centered care we provide to the vulnerable populations we serve.

In addition, an advisory board of nursing leadership, human resources, unit managers, UW School of Nursing leaders, educators and facilitators meets to refine our curriculum and ensure resources to give our residents the best possible experience joining Harborview.

Our Mission

Harborview Medical Center is a comprehensive healthcare facility dedicated to preventing and managing illness and promoting and restoring health. Its mission is to provide care for a broad spectrum of patients from throughout the region, including the most vulnerable residents of King County; to provide and teach exemplary patient care; and to develop and maintain leading-edge centers of emphasis. Harborview is owned by King County, governed by a county-appointed board of trustees, and managed by UW Medicine.

HARBORVIEW MEDICAL CENTER
UW Medicine | King County

MAGNET RECOGNIZED
AMERICAN NURSES CREDENTIALING CENTER

325 9th Avenue,
Seattle, WA 98104

uwmedicine.org/about/career-opportunities/harborview-medical-center/nursing-residency-program

Nurse Residency Program

Launch your Registered Nurse career with Harborview Medical Center

About Harborview Medical Center

- Magnet designated
- 513 beds
- Only Level 1 Adult and Pediatric Trauma/Burn Center in Washington, Alaska, Montana, and Idaho
- The disaster preparedness and disaster control hospital for Seattle and King County

Harborview's patient care mission is accomplished by assuming and maintaining a strong leadership position in the Pacific Northwest and the local community. This leadership role is nurtured through the delivery of health services of the highest quality to all its patients and through effective use of its resources as determined by the Harborview Board of Trustees.

Harborview, in cooperation with UW Medicine, plans and coordinates with Public Health Seattle and King County, other county agencies, community providers, and area hospitals, to provide programs and services.

Harborview fulfills its educational mission by supporting undergraduate, graduate, post-graduate, and continuing education programs at the University of Washington and other educational institutions, as well as patient education programs.

Harborview recognizes that the delivery of the highest quality of healthcare is enhanced by a strong commitment to teaching.

Nursing Professional Practice Model

The philosophy of nursing followed by Harborview's more than 1,700 nurses is embodied by our professional practice model — developed by and for Harborview nurses. Our professional practice model includes the essential domains of Harborview Medical Center's nursing practice outlined below. All domains encircle the patient and family, who are at the center of all that we do.

- **Culture of inquiry**: improving care through active questioning of current practice.
- **Exemplary professional practice**: providing compassionate, quality care is the heart of our practice.
- **Leadership**: leading at every level.
- **Professional development**: fostering professional growth to facilitate expertise.

All Harborview nurses are committed to exceeding the boundaries of conventional healthcare for every patient and family. We believe in building compassionate, respectful relationships with patients in an evidence-based environment, in partnership with our interdisciplinary teams.

We believe that promoting respect and support for ourselves and colleagues enhances patient outcomes. Harborview nurses contribute to the education of students and other health professionals through teaching, role modeling, and creating and maintaining an environment conducive to quality patient care and quality learning experiences.

Program Accreditation

The NRP program at Harborview Medical Center is accredited through the ANCC Practice Transition Accredited Program. It values quality, promotes nursing excellence, quality patient outcomes, and safe, positive work environments.

ACCREDITED
PRACTICE TRANSITION PROGRAM
AMERICAN NURSES CREDENTIALING CENTER

Program Requirements

The NRP is considered a mandatory requirement for all newly licensed registered nurses meeting the following eligibility criteria:

- Hold an associates, bachelor's, or master's degree in nursing science from an institution accredited by the National League for Nursing Accreditation Commission (NLNAC) or Commission on Collegiate Nursing Education (CCNE) within the last 12 months
- Passed NCLEX
- Be a nurse for less than six months

Program Objectives

The Nurse Residency Program at Harborview Medical Center emphasizes critical thinking skills, incorporates research-based practice, patient safety, and professional development. The program prepares nursing graduates to:

- Care for patients with increasing levels of acuity and complexity in the hospital setting
- Develop clinical nursing leadership at point of care
- Improve patient safety and quality of care
- Foster critical thinking skills
- Bring evidence-based practice to the bedside
- Strengthen the commitment to the profession of nursing and develop individual career goals
- Facilitate clinical and leadership skills necessary to be a successful member of the health care team

Admission to the Program

Apply for a new graduate nursing position through the online employment application via www.uw.edu/jobs.

You will automatically be enrolled the program (if you meet the requirements) once you accept a new graduate RN position at Harborview Medical Center.

Step 1: Visit www.uw.edu/jobs

Step 2: Click on "Find a Job"

Step 3: Click on either "New applicants" or "Returning applicants."

Step 4: New applicants will be directed to Create a user profile within the online job portal. Returning applicants will click on "Employee login."

Step 5: Search current Registered Nurse job openings in our online job portal.

Step 6: Apply for a Registered Nurse position HMC, RN Residency Candidate Bank.

For more information contact Harborview Nursing Recruitment at – hmcnurse@uw.edu