Welcome to Saint Alphonsus
A member of Trinity Health
The Graduate Nurse’s Guide
YOUR CAREER

THE FIRST 2.5 MONTHS

During your first week, you will participate in general orientation. You will then be paired with a preceptor and enter a 6-8 week in-unit orientation. You can expect a rotating schedule, with rotating weekends beginning at this time.

The start date of the Graduate Nurse Residency can be flexible! Orientation is available almost every Monday. For the Critical Care and Emergency Department Residencies (cohort), start dates are flexible around August and February.

2.5 MONTHS- 1 YEAR

Your managers will provide you with your specific shift expectations, but you can expect 12-hour shifts and 3-day work weeks. You will schedule your own continuous classroom learning.

These classes will be:
- sessions range from 2 to 4 hours
- with other GNs and nurse coordinators
- can be completed in as early as 9 months, typically 12

These classes give you the opportunity to talk about important topics and situations you may be seeing, such as in-unit codes, how to deal with violent patients, and end-of-life communication. These classes are a safe place to share concerns and ask questions.
To ensure a smooth transition into your career with Saint Alphonsus, we offer generous benefits and a sign-on bonus. This bonus is received in a lump sum on the 2nd or 3rd paycheck earned.

Healthcare is not just a career—it’s a calling. We understand that our people are at the heart of compassionate care. It is important to us that all of our colleagues feel empowered, appreciated, and supported.

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**SIGN-ONS & BENEFITS**

Colleague Wellbeing

We encourage a work-life balance through:
- self-scheduling (dependent on unit)
- Paid time off (you begin accruing time off on your first day)
- Resources dedicated to promoting personal wellbeing
- Colleague Care Teams, Employee Assistance Program, relaxation rooms and more!

Referral Perks

Saint Alphonsus colleagues have the opportunity to refer friends to positions through Trinity Health Referral Rewards. You can earn cash for every hire!

Ask your recruiter for details.
# GRADUATE NURSE RESIDENCY PROGRAM

Our Graduate Nurse (GN) Residency Program will immerse you in evidence-based practice, training, and education as you transition from student to professional nurse during the first year of your RN career. This program helps you gain the critical thinking, assessment skills, and knowledge base of the highest caliber of nurses. You’ll have the guidance and support of valuable mentors and past residency graduates who want to see you succeed.

We are hiring full-time nurses for multiple units in our Idaho and Oregon hospitals. **All units are limited to availability during the year.** Start date timing varies based on graduation date and personal preferences. We provide approximately 6-8 weeks of nursing unit orientation where the first 5 weeks of orientation will primarily be day shift, while the remaining orientation will be on night shift.

## Nampa, ID
- Float Pool
- Obstetrics
- Ortho/Med-Surg
- Telemetry
- CMU (Cardiac Monitering Unit)
- ICU

## Boise, ID
- General Surgical
- Ortho/Joint
- Ortho/Med-Surg
- Medical/Oncology
- Neurosciences
- Telemetry
- PACU
- Main OR Circulator
- Day Surgery Circulator
- Critical Care
- Day Surgery Circulator
- Main OR Pre/Post
- Day Surgery Pre/Post
- L&D
- NICU
- Float Pool- (Medical oncology, Ortho Med/Surg, Ortho/Joints, Postpartum (FMC), Gen Surg, Neuro, Tele, TOU

## Baker City, OR
- Med-Surg

## Ontario, OR
- Med-Surg
- Obstetrics
- Emergency Department
- Critical Care

Scan the QR code to apply!

Our current open positions are listed above. Clinical positions are also available. For more information, please visit our [Graduate Nurse Residency site](#).
UNITS & SCHEDULING

OUTPATIENT
- Days, M-F
- Weekends, holidays off (typically)
- Pay rate differs from inpatient, speak to recruiter for more information

INPATIENT
- Days / Nights both available
- Ask us for a current list of units that offer day shifts

DIFFERENTIALS
- We provide evening, night, and weekend differentials (stackable)
- Weekends typically include all day Saturday and Sunday

CAREER DEVELOPMENT
- RN Clinical Ladder and Critical Care Ladder increase as you gain experience (up to Level 5!)
- Continuing education opportunities with on-site and eLearning courses
- Tuition Reimbursement
Saint Alphonsus has developed a comprehensive critical care residency program. The program includes these units: ICU, CICU, CVICU, and, Neuro ICU. All residents receive focused critical care education which includes didactic and hands-on learning philosophies over a 6-month period. As the region’s only Level II Trauma Center, our goal is to provide the necessary education, experience, and training for our nurses to feel competent when caring for and responding to the most critically ill patients. Education expands the full spectrum of critical care conditions to include heart failure, sepsis, CRRT, hemodynamic monitoring, neurotrauma/TBI, and vasoactive medications. The teachings also include ethics, resiliency, and simulations.

This is a separate residency. Please make sure to apply for the Critical Care Residency. No preceptorship requirements. Flexible start dates.

You’ll be in a cohort with 12-15 colleagues. The residency includes clinical hours, classroom didactic, simulation, and online learning. The residency is 24 weeks in total. This is a full-time commitment (up to 40 hours per week). Two to three 12-hour clinical shifts a week plus weekly class time.

Paid six-month residency at the region’s only Level II Trauma Center. Federally recognized apprenticeship with a certificate upon completion. Unit-based preceptors and orientation. Opportunities in the Boise ICU, CICU, CVICU, and the Nampa ICU!

What are the requirements? Is this the same as the GN residency?

What is the learning environment like?

What are the benefits of this residency?
All hospitals and clinics hire newly graduated nurses. For a full list of open positions and locations, visit saintalphonsus.org.
LET'S CHAT!

We are thrilled that you are interested in joining the Saint Alphonsus team.

For all colleagues, we encourage curiosity, enthusiasm, and taking pride in advocating for our patients. Just as we care for our patient’s whole well-being, we are dedicated to making your experience with Saint Alphonsus one of the most rewarding adventures in your life. Your dedication to serving the community is what makes Saint Alphonsus great.

Contact the Recruitment Team to discuss the benefits of Saint Alphonsus and to address any questions you may have.

We can't wait to help you grow and live your calling.

GRADUATE NURSE RECRUITMENT SPECIALISTS
SAINT ALPHONSIUS HEALTH SYSTEM, BOISE, IDAHO
EMAIL: NURSINGJOBS@SAINTALPHONSIUS.ORG

#SAINTALSFORLIFE
We, Saint Alphonsus and Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities.

Our Purpose is to take care of people. When you join Saint Alphonsus, you aren’t just taking on a job title and a list of responsibilities. The work you do, direct or indirect, supports the care we provide to each patient who walks (or is carried) through our doors. It is important work. It is impactful work. It is life-changing work.

As we invite talented people to join our team, we are looking for candidates who:

Believe in the mission- it’s at the core of everything we do. Reverence, Commitment to Those Who are Poor; Safety; Justice; Stewardship; and Integrity are the values that help us care for both the individual and our community on a daily basis.

Find Strength in Diversity- we recognize the need for diversity in all its forms and are committed to recruiting and retaining people who reflect the communities we serve.

Embrace Challenge- Healthcare is a complex and demanding field, We need people who have the skills to identify and tackle challenges at all levels, head-on.

Trinity Health is the 5th largest multi-institutional Catholic Healthcare Delivery System in the nation. based in Michigan, Trinity is made up of 92 hospitals, as well as 106 continuing care locations that include PACE programs, senior living facilities, and home care and hospice services.

Trinity Health employs about 133,000 colleagues across all locations. Because we serve diverse populations, our colleagues are trained to recognize the cultural beliefs, values, traditions, language preferences, and health practices of the communities that we serve and to apply that knowledge to produce positive health outcomes.

We also recognize that each of us has a different way of thinking and perceiving our world and that these differences often lead to innovative solutions.

Trinity Health’s dedication to diversity includes a unified workforce (through training and education, recruitment, retention and development), commitment and accountability, communication, community partnerships, and supplier diversity.

Visit our website at trinity-health.org to learn more about the communities we serve.