

Our more than 20,000 compassionate nurses are helping to bridge art and science; they are advocates, leaders, innovators, educators, lifelong learners, and mentors. At UPMC, we're passionate about empowering our nurses to be all these things and more.

**Our goal is to help you build your career, your way.**



## YOUR NURSING CAREER **YOUR WAY**

### **YOUR FUTURE**

A nursing career at UPMC maximizes your potential and advances you to wherever you'd like to go. As you move along the My Nursing Career Ladder (*see back*) or make a change in your career path, we ensure you are equipped with the resources, mentors, and leadership needed along the way.

### **YOUR EDUCATION**

Whether you are exploring a higher degree or a new certification, we offer incentives such as tuition assistance, professional development, and continued on-the-job training. And more education pays off in your paycheck!

### **YOUR SCHEDULE**

From casual and part-time roles to full-time, flex-time, and weekend positions, there's a nursing opportunity that's the perfect fit for your lifestyle.

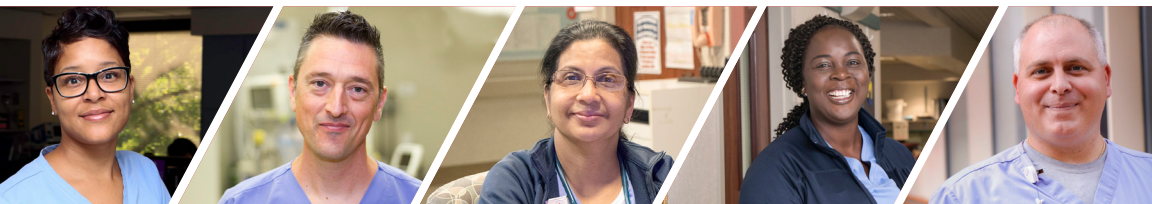
### **YOUR REWARDS**

UPMC offers a Total Rewards package that few employers can match. From work-life balance and development opportunities to benefits and retirement packages, we ensure that you're taken care of now and later.

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### **YOUR NEXT STEP**

Learn more about all the ways you can make your career, your way, right here at UPMC!  
Visit [upmc.com/nursingcareers](https://upmc.com/nursingcareers)



# MY NURSING CAREER LADDER

With numerous inpatient nursing opportunities across a variety of specialties, there's a career ladder designed just for you.

## STAFF NURSE

Once you've successfully completed a nursing program, this is the title you'll begin your career with. As a new nurse, you are automatically enrolled in My Nursing Residency to help you transition into practice.

## PROFESSIONAL STAFF NURSE

**Requirements:** six months of experience

## SR. PROFESSIONAL STAFF NURSE I

**Requirements:** two years of experience + two standard contributions\* OR a certification plus one standard contribution

## SR. PROFESSIONAL STAFF NURSE II

**Requirements:** two years of experience + a certification + an annual project

## SR. PROFESSIONAL STAFF NURSE MASTER'S/DNP

**Requirements:** a master's degree OR DNP + two years of experience + a certification + completion of an annual project designated by your CNO

## CLINICIAN

For many areas, this is the first step in your transition to management of staff.

**Requirements:** BSN + three years of experience

## SR. CLINICIAN MASTER'S/DNP

**Requirements:** a master's degree OR DNP + three years of leadership experience + completion of an annual project designated by your CNO

\* Nursing career contributions include things like returning to school for a degree, actively participating on a business unit team, serving as a community event lead, precepting new hires or students, etc. Annual projects include things like evidence based practice, quality improvement initiatives, serving on a board, etc. Plus, a master's degree may be used in lieu of certification!