

Our more than 18,000 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 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

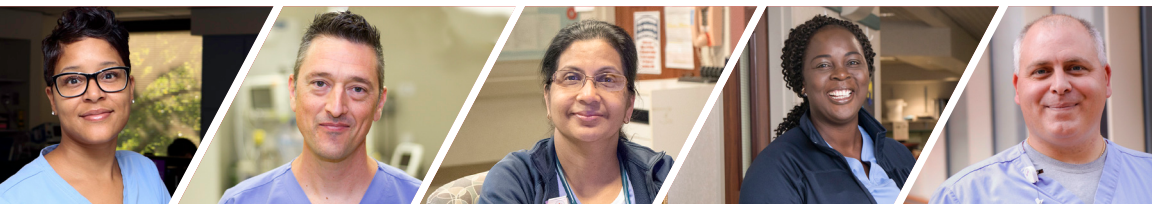
From casual and part-time roles to full-time, flex-time, and weekend positions, there's a nursing opportunity that's the perfect fit for your lifestyle.

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.

YOUR NEXT STEP

Learn more about all the ways you can make your career, your way, right here at UPMC! Visit 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

* Did you know by completing a BSN nursing program and becoming a BSN prepared nurse, you can receive a pay differential of up to \$600K more over the lifetime of your career? Continuing your education and advancing along the My Nursing Career Ladder can result in up to \$800K more over the lifetime of your career!

** 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!