



My Nursing Career Ladder

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 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 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, UPMC offers incentives such as tuition assistance, student loan assistance, professional development, and continued on-the-job training. And more education may pay off in your paycheck (based on location and position).

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

With outstanding medical coverage, empowering ways to build wealth and save for your future, and generous offerings like paid time off and paid parental leave, UPMC offers a Total Rewards package that few employers can match.

Your Next Steps

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

Visit upmc.com/nursingcareers

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With many locations and a wide variety of clinical specialties, UPMC has the right nursing career for you. If your interests are in inpatient, pediatrics, women's health, or procedural areas, check out the robust ladder below designed to help you achieve your professional goals. Similar career progressions are also available in home health, senior care, rehabilitation, and more.

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 two years of experience + a certification + one standard contribution**

Sr. Professional Staff Nurse II — Requirements: two years of experience + a certification + an annual project

Sr. Professional Staff Nurse Masters or DNP — Requirements: a master's degree OR DNP + two years of experience + a certification + completion of an annual project designated by your CNO. This level is a posted position and must be applied for.

Clinician — For many areas, this is the first step in your transition to management of staff. Requirements: BS or BSN required. Master's degree preferred. If BS degree not in nursing, a master's degree or higher in nursing is required. This level is a posted position and must be applied for.

Sr. Clinician Masters or DNP — Requirements: a master's degree OR DNP + three years of leadership experience + completion of an annual project designated by your CNO. This level is eligible for self-promotion for Clinicians who meet requirements.

* By completing a Bachelor of Science in Nursing (BSN) program and becoming a BSN prepared nurse, you may be eligible to receive a pay differential that can afford earnings of up to \$600K more over the lifetime of your career. Additionally, continuing your education and advancing along the My Nursing Career ladder can result in earnings up to \$800K more over the lifetime of your career. BSN pay differential is not available to employees at UPMC Pinnacle.

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

This information does not apply to employees covered by a collective bargaining agreement unless specified in the union contract.



Equal Opportunity Employer/Disability/Veteran



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