

## UW HEALTH JOB DESCRIPTION

### NURSE RECRUITER

<b>Job Code:</b> 300005	<b>FLSA Status:</b> Exempt	<b>Mgt. Approval:</b> S. Hanauer	<b>Date:</b> November 2021
<b>Department:</b> HR – Talent Acquisition		<b>HR Approval:</b> S. Whitlock	<b>Date:</b> November 2021

### JOB SUMMARY

The Nurse Recruiter is responsible for attracting, sourcing and efficiently hiring qualified and competent experienced registered nurses, new graduate nurses and advanced practice nurses who embrace UW Health's mission and values. This position may also recruit for other healthcare titles. The Nurse Recruiter develops and implements a comprehensive nursing recruitment plan, utilizing both traditional and creative recruitment strategies, to attract top-talent to ensure current and future staffing needs are achieved. This work is done in collaboration with Nursing leadership and in alignment with the Nursing and Human Resources strategic plans. In addition, the Nurse Recruiter integrates knowledge of human resource management with expertise in contemporary nursing practices, care delivery systems and healthcare trends, to design and manage recruitment initiatives. Specific responsibilities include sourcing, screening, interviewing, creating and extending job offers, developing recruitment plans, advertising/marketing, building relationships. Under general supervision, the Nurse Recruiter exercises judgment in the performance of responsibilities and is expected to serve as a resource for other staff within Nursing, Human Resources and other departments as appropriate.

### MAJOR RESPONSIBILITIES

- Responsible for all facets of the recruitment process including, but not limited to sourcing, hiring and onboarding new hires.
- Utilize nursing/clinical background to work with RN candidates and other applicants to determine the best role at UW Health.
- Consult with hiring managers to determine needs, review position requirements, develop recruitment strategies, source candidates, review resumes, and conduct interviews to ensure all positions are filled within established metrics and that hiring decisions are consistent with employment laws and regulations including ADA, Wisconsin Statutes, and the Public Authority legislation.
- Work collaboratively with managers and supervisors to develop proactive recruitment plans that meet current and projected staffing needs, with particular emphasis on difficult to fill positions.
- Participate in and support recruitment events promoting healthcare and employment at UW Health: job fairs, virtual career fairs, community organization partnerships, college recruiting, and other creative recruiting events.
- Work collaboratively with UW Health Compensation and hiring managers to create competitive job offers that align with UW Health's total rewards philosophy.
- Partner with hiring departments, career pathway programs, Marketing and Communications and our internal sourcing division to promote UW Health opportunities and build pipelines of qualified candidates for current and future recruitment needs.
- Analyze recruiting metrics and strategies, in order to recommend changes as appropriate, to create a more streamlined and efficient hiring process and reduce overall time to fill and improve quality of hire. Continuously explore alternative staffing, sourcing, and selection techniques to align with industry best practices.
- Serve as project lead for Recruitment-related initiatives, as assigned. These will typically include projects driven by our HR Strategic Plan.

**ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.**

### JOB REQUIREMENTS

Education	Minimum	Graduate of school of nursing
	Preferred	Bachelor's Degree in Nursing
Work Experience	Minimum	Three (3) years of relevant RN experience

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	Preferred	Five (5) years relevant RN experience Experience with recruitment and selection Previous management experience Nurse Recruiter experience
Licenses & Certifications	Minimum	Licensure as a Registered Nurse
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> <li>• Demonstrated knowledge of human resources management as applied to nursing with recruitment and selection experience preferred</li> <li>• Demonstrated knowledge of contemporary nursing care practices and care delivery structures</li> <li>• Excellent interpersonal skills, communication and customer service skills</li> <li>• Effective organization, planning and follow-up skills</li> <li>• Knowledge and experience of HRIS for recruitment purposes, and experience in the use of computers for word processing and statistical analysis purposes</li> <li>• Ability to work effectively in a team environment.</li> </ul>

### AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

**Instructions:** Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

	Infants (Birth – 11 months)		Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)		Young Adult (20 – 40 years)
	Preschool (4 – 5 years)		Middle Adult (41 – 65 years)
	School Age (6 – 12 years)		Older Adult (Over 65 years)

### JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

N/A

### PHYSICAL REQUIREMENTS

**Indicate the appropriate physical requirements of this job in the course of a shift.** *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
<b>X</b>	<b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	<b>Light:</b> Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
	<b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	<b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	<b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:				

**Note:** The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.