

Qualification Criteria for Nurses

All Nurses

1. Nurse must be from an accredited school of nursing
2. Diploma, Associate or Bachelor's Degree in Nursing
 - a. Credential Evaluation (CGFNS or Josef Silny & Associates must show US level of practice equivalency.
 - b. Other accreditation agencies reviewed on a case-by-case basis
3. Nurse must be fluent in English. Translators are not permitted during an interview.
4. Minimum of 1-year of experience at time of interview
5. Must be employed at the time of interview.
6. Must be working at the bedside as a registered nurse.
 - a. Managers, administrators, supervisors, faculty, quality control nurse, etc. will not be considered.
7. 70 bed hospital preferred, high caliber candidates from 50 bed hospital may be considered for Medical Surgical only.
8. Facility must provide 24/7 inpatient clinical care

Preferred Specialties

Medical Surgical (this includes specialized units like Oncology, Neurology, Orthopedic, etc.), Intensive Care Unit, Telemetry, Progressive Care Unit, High Dependency Unit, Stepdown Unit, Rehabilitation, Emergency Department, or Operating Room

Recruited on a Limited Case-by-Case Basis

NICU, PICU, L&D, Mother-Baby, Pediatric Unit, Psych

Specialties Not Accepted

Outpatient Clinics, Ambulatory Care, Correctional Facility or School System, Company Nurses, Cosmetic Nurse, Dental Nurse, Quality Assurance, Clinical Research, Business Process Outsource or Clinical Process Outsource (Call Centers), or Nurse Anesthetist.

Operating Theater and PACU (NCLEX Passed Nurses only)

1. Must be working in a hospital with minimum 150 beds (unless JCI accredited or specialty hospital)
2. Must have experience with laparoscopic procedures.
3. If not in a specialty hospital, the nurse must have experience with general surgery.
 - a. Minor surgeries and c-sections are not adequate experience.
 - b. Nurses with additional orthopedic, neuro, plastic surgery, etc. experience preferred.
4. Must be working as both scrub and circulating nurse (in the US nurses mainly circulate and often scrub is done by technicians)
5. Must have very high level of English fluency.
6. EMR experience preferred.
7. Identify the number of operating rooms and volume of in-patient surgeries each day in the hospital.
8. Investigate role and responsibility as PACU Nurse



Adult ICU, CCU & Emergency Department Requirements

1. At least 150 bed hospital (unless JCI accredited or specialty hospital)
 - a. If less than 150 beds (unless JCI accredited or specialty hospital) – nurse must agree to work in HDU/PCU.
2. Minimum 6 beds in unit
3. Discuss types of patients in ICU/CCU/ER
4. Need 3 years of current ICU experience at time of arrival to be considered for an ICU job in U.S.

Long term acute care (LTAC) or Rehabilitation Nurses

1. Nurse must be willing to work in similar facility in the US
2. Experience with Ventilated patients preferred but not mandatory.
3. 50 bed minimum facility
4. Must have minimum 1:5 nurse patient experience.
5. Adult care experience required

Pediatric Unit, PICU, & NICU Requirements (NCLEX passed Nurses only if requested by Epic Client Services)

1. Must be NCLEX Passed at time of interview.
2. Minimum 100 bed hospital that is JCI accredited or NHS/Private hospital in UK.
 - a. For UK nurses, must be at least band 6 nurse level of practice.
3. Minimum 6 beds for NICU/PICU
4. Must be familiar with Electronic Medical Records (EMR)
5. Very high level of English fluency

L&D and Mother-Baby Requirements (NCLEX passed only if requested by Epic Client Services)

1. Must be NCLEX Passed at time of interview.
2. Minimum 100 bed hospital that is JCI accredited or NHS/Private hospital in UK.
 - a. For UK nurses, must be at least band 6.
3. Must be familiar with Electronic Medical Records (EMR)
4. Very high level of English fluency

Psychiatric Nurses (NCLEX Passed only)

1. 70 bed minimum
2. Basic Nursing skills
3. Must identify types of Psychiatric patients cared for at facility
4. Behavioral Health facility (nursing or care home with Dementia patients does not qualify)

Hemodialysis Nurses (NCLEX Passed only)

1. Nurse with only hemodialysis experience must be NCLEX Passed at time of interview and nurse must be willing to move to Medical Surgical unit prior to filing for I-140.

NCLEX Passed Nurse Exceptions

1. Nurses currently not at bedside must have at least 9 months of previous bedside experience to be considered for an interview.



- a. Nurse who has been away from the bedside for >2 years must return to the bedside to be interviewed.
- b. Nurse who has been away from bedside for <2 years – Recruitment will interview the nurse, but candidate will be filed only when they return to bedside.

Other Specialty Nurses:

Pediatric Oncology/Hematology, Burn Unit, Brachytherapy Oncology, Transplant– to be considered on a case-by-case basis and cannot be promised matching specialty.