TOGETHER. EXTRAORDINARY.

Beginning your career with Nebraska Medicine

Start your nursing career with Nebraska Medicine, the clinical partner of the University of Nebraska Medical Center. Learn and grow alongside world-renowned physicians and researchers. Discover a supportive team committed to your success.

Nebraska Medicine

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Our mission is to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary care.

OUR ORGANIZATION INCLUDES THE FOLLOWING FACILITIES:

Nebraska Medical Center: A 700+ bed acute care facility in Omaha providing tertiary and quaternary health services.

Bellevue Medical Center: A 90+ bed acute care hospital in Bellevue.

Fred & Pamela Buffett Cancer Centers: Four different locations providing extraordinary care across the state.

Nebraska Medicine Clinics: More than 70 specialty and primary care clinics with 50 specialties and subspecialties.

Nebraska Medicine has more than **10,000 employees**, including **over 1,800 nurses.** Our nurses are critical to providing our patients and their families "Serious Medicine. Extraordinary Care."

Why Nebraska Medicine?

We provide meaningful work for every individual. Here's what sets Nebraska Medicine apart:

- **Rich history:** We trace our roots to 1869 with the founding of Omaha's first hospital. Since then, Nebraska Medicine has become the most esteemed academic medical center in the region.
- **Reputation:** *U.S. News & World Report* has named Nebraska Medicine the Best Hospital in Nebraska for 14 consecutive years. We have also been recognized as one of the state's best employers for seven straight years. Nebraska Medicine has Magnet recognition from the American Nurses Credentialing Center.
- **Complex care:** Our health care professionals are equipped to handle the most complex and high-acuity cases. Together, we make a difference in the lives of patients facing tough battles, bringing hope and healing to those who need it most.
- **Professional growth:** We offer ample opportunities for professional development and growth, empowering our staff to advance in their careers. From our nursing residency program to a nurse fellowship program, we are committed to supporting your ambitions.
- **Supporting nurses:** We understand the crucial role nurses play, and we go the extra mile to support them at every stage of their careers. From our comprehensive benefits package to wellness programs, we value personal and professional well-being.
- **Making an impact:** When you join Nebraska Medicine, you become a part of something much bigger. Our work is impactful and life changing. Every day, we create moments of triumph, instill hope, and make a positive difference in the lives of our patients and their families.

Recognized for excellence in nursing

Nebraska Medicine is a Magnet-designated institution, a recognition that signifies excellence in nursing and a commitment to high-quality patient care. For nurses, it means higher patient satisfaction and better outcomes.

Part of being a Magnet-designated institution means giving nurses a voice. Our Professional Governance structure, specifically for nursing, allows nurses to have a say in patient care and outcomes while providing leadership development.

NEBRASKA MEDICINE NURSING PROFESSIONAL GOVERNANCE MODEL

MEDICAL-SURGICAL NURSING **UNITS**

Because Nebraska Medicine is a Level I trauma center, our medical-surgical (med-surg) units handle complex, high-acuity cases that set us apart from other local hospitals. Med-surg nursing provides a fast-paced and diverse environment where you'll encounter a wide range of medical conditions and treatments.

- **Fast-paced environment:** Every day of med-surg nursing brings new challenges and triumphs. The fast-paced nature keeps you on your toes, sharpening your critical thinking and decision-making skills.
- **Unlimited learning opportunities:** With a wide range of medical conditions and treatments, med-surg nursing offers endless opportunities for growth. You'll encounter a variety of patients which will expand your knowledge and expertise as you learn about the different diagnoses.
- **Well-rounded nursing:** Med-surg nurses develop a broad set of skills and experiences. From wound care to medication administration, you'll develop essential clinical skills that will serve you throughout your career.
- **Diverse patient populations:** Med-surg nursing exposes you to patients from all walks of life, with various cultural backgrounds and medical needs. This diversity broadens your perspective, fostering empathy and compassion.
- **Supportive team:** Med-surg units thrive on collaboration. You'll work closely with an incredible team and encouraging managers who want to see you succeed and grow in your career.
- **Strong foundation:** Med-surg nursing provides invaluable clinical experience that will provide a solid base for your nursing career. The skills and knowledge you acquire will allow you to continue to follow your passion as a medical-surgical nurse or transition to a higher level of care or a different patient population.

Hear from Nebraska Medicine nurses about **why they love working on med-surg units.**

> One of the things that keeps me here are the relationships we have with our patients and physicians. We get to work closely with them as we care for their patients. One story I love to recount is, we had a patient who received a bilateral knee replacement. He hadn't been able to walk for years. When he finally got to stand after his surgery, he was in tears and said, 'You guys just gave me my life back.' So that's why I'm here and why I've stayed.
>
> – Stephanie, Nursing Professional Development Specialist, 4/5 Lied

> I started my career in Lincoln, and what brought me to Nebraska Medicine is the 'Serious Medicine.' All the complex neuro patients went to Nebraska Medical Center, and I remember saying, 'I want to go there.' I wanted to go where the best medicine was. I was told to start on 6 Neuro because they had complex and higher acuity patients, and it's a good steppingstone. When I came to the unit, I fell in love with the culture and the staff, and I've been there ever since.
>
> – Emily, manager, 6 Neuro

> We see anything and everything – it changes from day to day. I love our unit because it's a good teamwork culture. We take a lot of new grad nurses who are my absolute favorites and are big on being innovative and trying new things. My favorite thing about working here is there is always an opportunity for career growth and advancements. No one stops you – everyone wants you to continue to grow.
>
> – Cassie, nurse manager, 6/7 Lied

OUR UNITS

As a new nurse, you may already know which unit you want to work in, or you may want to explore different units and specialties. Nebraska Medicine offers a diverse range of clinical settings, and we are committed to helping you develop your skills and grow in a unit that aligns with your passion.

Each unit brings a unique patient population and requires different skill sets. Learn more about what it takes to succeed as a nurse on each unit and the kinds of patients and treatments you will experience.

Nebraska Medical Center

MEDICAL-SURGICAL UNITS

Heart and Vascular Unit (7HVU): This 49-bed med-surg unit provides innovative and excellent care to our cardiovascular service line. HVU specialty nurses care for left ventricular assist devices (LVADs), stable heart and lung transplants, post-cardiac cath lab patients, pre- and post-operative open-heart surgery, heart failure and vascular patients of all kinds. Its culture is based on teamwork, communication and collaboration. This unit is perfect for those seeking to grow their cardiac nursing skills while joining a team that feels like a family.

Neurosciences (6NSU): This 48-bed med-surg unit cares for medical surgical patients and offers the most advanced neurovascular care to complex patients. While 6NSU is a med-surg unit, its complexity sets it apart. Its specialized patient population includes those with stroke, aneurysms, seizures, spinal fusions, brain and spinal cord tumors and other neurological conditions. Nurses receive extra neurology training and certifications, such as National Institutes of Health Stroke Scale (NHISS) certification, and gain experience with complex interventions such as lumbar drains. Nebraska Medicine is the region's only Joint Commission Comprehensive Stroke Center and has the highest level of accreditation in the area for epilepsy treatment.

Observation: This 26-bed med-surg unit provides short-term care (8-48 hours) for patients requiring evaluation and treatment. Conditions include chest pain, asthma, abdominal pain, kidney stones and minor infections. Surgical patients who require an overnight stay are cared for on the Observation Unit, including patients who have had an appendectomy, cholecystectomy or urological and gynecological procedures. IV antibiotics, fluids, insulin drips, nitroglycerin for blood pressure, TPN and lipids are often administered on this unit. The Observation Unit has a well-rounded staff with the knowledge and

experience to care for patients who require care and coordination from an array of specialties. This is an excellent role for someone who likes a fast-paced environment and wants to keep their skills sharp. Your day-to-day nursing tasks will vary with the tailored needs of your patients.

Solid Organ Transplant Unit (SOTU): This 36-bed med-surg unit is Nebraska's only solid organ transplant unit. It provides medical, surgical, telemetry and progressive care to adult pre- and post-liver, kidney, pancreas, intestinal and islet cell transplant patients. It is also home to the busiest Intestinal Rehabilitation Program in the U.S., serving patients from around the world. This nursing position offers many growth opportunities through unit teamwork, patient complexity, relationship building with patients and transplant fellowship classes.

Trauma: This 45-bed med-surg unit provides care to trauma patients with a focus on the acute and chronic needs of hemodynamically and medically stable patients. This fast-paced unit focuses on caring for trauma patients that are admitted from the Emergency Department, transferred from the ICU, or admitted from surgical or procedural services. Nurses gain experience in trauma-related injuries and interventions in a fast-paced environment.

Werner Cancer Hospital Med-Surg Oncology (WMSO): This 36-bed med-surg unit in the Fred & Pamela Buffett Cancer Center serves a wide variety of medical and surgical oncology and acute care patients. Services include general oncology, surgical oncology, gynecologic oncology and a select group of hospitalists.

4 Clarkson: Currently undergoing renovations, 4 Clarkson will reopen in December 2026, as a 46-bed, medical-surgical unit caring for a wide variety of adult patients with acute and chronic diseases including sepsis, respiratory, gastrointestinal, endocrine and cardiac disorders. Our diverse patient population allows nurses to gain skills across multiple specialties while strengthening time management and critical-thinking abilities. Our close-knit team thrives on teamwork and will quickly feel like your home away from home.

4/5 Lied: This 40-bed med-surg and telemetry unit specializes in post-operative, complex orthopaedics and houses our AT cohort unit. Patients may include laminectomies, total knee and hip replacements, complicated orthopaedic cases, pulmonary, sepsis, gastrointestinal, endocrine, cardiac, renal and psychiatric illnesses. The leadership team has more than 95 combined years of orthopaedic and med-surg experience. Its leaders take pride in helping staff become the best team members possible by investing in their growth and development, both professionally and personally.

5 West Medical/Telemetry: This 40-bed med-surg unit provides a broad range of experience caring for adult patients with acute and chronic illnesses including sepsis, respiratory, gastrointestinal, endocrine, cardiac disease and COVID-19. Here, you'll gain clinical skills in titratable drips, chest tubes, tracheostomies, complex wound care, post-bariatric procedures, high-oxygen delivery systems and end-of-life care. This unit is known as the "5 West Wolfpack" due to its strong teamwork culture. Its centralized nursing station allows staff to build camaraderie, learn and grow together. The staff and leaders are passionate about mentoring, professional development and support. The culture and close-knit environment on 5 West make this unit ideal for new and experienced nurses. It also has a Zen room, which features a massage chair, adult coloring books and other materials to support staff who need to reset their mindset.

6/7 Lied: This 40-bed med-surg unit offers a dynamic and supportive environment where nurses gain exposure to a wide variety of patient populations and clinical experiences. This is an ideal setting for nurses looking to build a strong clinical foundation while exploring diverse specialties. Nurses on this unit develop hands-on expertise in managing complex patient needs, including titratable drips, chest tubes, tracheostomies, advanced wound care, high-oxygen delivery systems and end-of-life care. **6 Lied** primarily cares for general medical-surgical patients. **7 Lied** specializes in medical-surgical patients with co-occurring behavioral health needs, with a focus on safely addressing both conditions simultaneously to improve patient outcomes, reduce length of stay and enhance workplace safety. Our

team is known for innovation, collaboration and forward-thinking practice. Through pilot programs and continuous improvement initiatives, we remain at the forefront of patient-centered care. We utilize an efficient care delivery model supported by acuity-based staffing, ensuring resources align with patient needs and promote quality care.

SPECIALTY UNITS

Emergency Department (ED): A 48-bed tertiary referral center caring for a diverse range of patients across all acuity levels. Nurse-to-patient ratios vary based on condition severity.

Float pool: Nurses rotate across most inpatient units (excluding pediatrics, NICU, mother/baby, PICU, and OR). They gain varied experiences working with all patient populations and take advantage of an 18-month fellow position for new graduates that float to the five med-surg units.

General Pediatrics: The 15-bed unit cares for pediatric solid organ transplants (60% of patients), level one and two traumas, oncology, and bone marrow transplants.

Operating Room (OR): This 30-room site provides care for 60 to 80 cases per day. Nebraska Medicine is an American College of Surgeons Level One trauma center, so patient acuity is high. Teams perform heart, lung, liver, kidney, small bowel and pancreas transplants and other groundbreaking procedures. Orientation is six to nine months long, and nurses scrub and circulate on all service lines.

Werner Cancer Hospital Specialty Care Unit (WSCU): This 36-bed unit in the Fred & Pamela Buffett Cancer Center serves adult oncology patients who are receiving chemotherapy or high-dose chemotherapy, with or without bone marrow or stem cell transplant and undergoing complex medication and blood product administration.

STEP-DOWN UNITS

Cardiac Care Unit - Post-Cardiac Surgery (CCUPCS): This 21-bed unit bridges intensive care and med-surg units. Patients require a high intensity of nursing care and a high level of surveillance for conditions such as ventricular assist devices, heart or lung transplants, complicated post-cardiac surgical patients, specialized care in cardiac drips, external pacing and SWANs.

Step-Down Critical Care Unit (SDCC) :
This 12-bed unit in the Critical Care Division sees patients between intensive and progressive care. The critical care intensivist and nursing staff collaborate to provide extraordinary care to trauma, surgery, transplant, lung disorders and ventilated patients.

Werner Cancer Hospital Progressive Care Unit (W-PCU): This 24-bed unit in the Fred & Pamela Buffett Cancer Center serves adult progressive care, surgical oncology, thoracic surgery, ENT and plastic surgery patients. Patients require a high level of post-surgery surveillance, including microvascular skin flaps, head and neck reconstruction and complicated GI and thoracic surgical procedures.

CRITICAL CARE UNITS

Cardiovascular ICU (CVICU): The 20-bed unit is a fast-paced specialty intensive care division that provides expertise in delivering care to cardiovascular patients. Staff cares for high acuity specialty patients, such as heart and lung transplants, ventricular assist devices and ECMO patients.

Medical ICU (MICU): This 20-bed unit cares for critically ill patients. Staff provides expert care for various medical illnesses, including respiratory failure, acute and chronic kidney failure, liver failure, overdoses and septic shock.

Neonatal Intensive Care Unit (NICU):
The 35-bed, Level III NICU provides specialized care for critically ill and premature newborns requiring advanced monitoring and support. Nurses deliver family-centered care while collaborating with an interdisciplinary team to manage complex neonatal

conditions. The NICU offers opportunities to develop advanced clinical skills, build strong relationships with patients and families, and grow within a supportive, team-focused environment.

Neuroscience ICU (NSICU): This 20-bed unit provides intensive care to adult patients who have suffered traumatic brain injuries, strokes, epilepsy and other head traumas.

Pediatric ICU (PICU): This seven-bed pediatric intensive care unit provides critical and intensive care for pediatric patients with life-threatening medical and surgical conditions.

Surgical ICU (SICU): This 12-bed unit provides care to patients who are hemodynamically or medically unstable with life-threatening illnesses that require intensive monitoring, nursing care and medical treatments. This may include multiple traumas, solid organ transplants, organ failure or rejection of organs, severe metabolic fluid and electrolyte balance and complex post-operative care for liver, kidney, pancreas and intestinal surgeries.

Werner Cancer Hospital ICU (WICU): This 12-bed intensive care unit in the Fred & Pamela Buffett Cancer Center serves adult surgical, oncology and palliative care patients receiving chemotherapy.

INNOVATION DESIGN UNIT

This 17-bed, acuity adaptable unit is at the forefront of innovation intended to design, test, and validate new models of care, innovative technology, and facility design. The primary patient population is general adult medical-surgical and progressive care, allowing patients to remain in the IDU as their acuity changes. The IDU staff engage in meaningful projects, pilots, and processes aimed at achieving optimal patient outcomes AND enhancing colleague well-being. The IDU is a collaborative, adaptable environment which uses cutting-edge health care technology to advance practice. Some innovative projects include Virtual Nursing/Virtual Sitter, Interactive Patient Experience Platform, Real-time Location System (RTLS), and modular interior walls.

Bellevue Medical Center

Cardiac and Stroke Unit: This 36-bed unit provides specialty care for cardiac and stroke patients. Staff at this certified chest pain and stroke center care for patients on cardiac drips and heart failure patients and provides post-stroke care and telemetry.

Emergency Department: This 21-bed unit has the third busiest emergency room in the metro and serves over 31,000 patients each year. Nurses work collaboratively in a fast-paced environment with board-certified emergency medicine physicians and other health care professionals dedicated to providing quality, compassionate emergency care. The Bellevue Medical Center ED is a certified primary stroke center and chest pain center.

Intensive Care Unit (ICU): This 8-bed unit cares for a diverse population of patients, including medical, surgical, pulmonary and cardiac diagnoses. Despite its small community feel, you will gain valuable experience caring for critically ill patients supported by the resources of a large academic medical center. Staff enjoy free, convenient parking.

Med-Surg Orthopaedic Unit: In addition to orthopaedic patients, nurses care for oral-maxillofacial surgery, plastics, general surgery, surgical oncology, spinal surgery and other patients. The unit uses a care-delivery model that pairs nurses and nursing assistants to care for an assigned group of patients. The unit fosters a positive, supportive culture where collaboration and teamwork are highly valued. Nurses work closely with physical therapists to ensure patients' pain is managed throughout their stay. The unit also has telemetry capabilities, providing nurses with the opportunity build on their skills.

SUPPORTING YOUR PROFESSIONAL GROWTH
IN YOUR FIRST YEAR AND BEYOND

Nebraska Medicine is dedicated to supporting you in your first year of employment and throughout your nursing journey. Here is how we will be here for you every step of the way:

Nurse Residency Program:
Starting your career as a nurse comes with new challenges, and we're here to help you navigate them. That's why all new nurses are enrolled in the Nurse Residency Program, designed to support your well-being and help you navigate changes. You will meet regularly with a mentor and a group of your peers during your first year of practice. This will provide:

- Emotional support.
- Critical thinking skills.
- Social support.
- In-depth learning on special topics.
- Leadership skills.

Academic and professional growth:
Regardless of where you are in your nursing career, we provide resources and opportunities for you to advance professionally. Our educational and professional development opportunities include:

- Student loan assistance for full-time employees in eligible roles. Nebraska Medicine will pay your minimum monthly payment, or up to $437.50 per month (whichever is less), directly to your lender with no lifetime maximum.
- Pursuing an advanced degree? We'll help you pay for it.
  - Tuition assistance up to $5,000 annually for full-time employees, $2,500 for part-time (at least .5 FTE). Lifetime maximum $20,000.
  - All employees pursuing a nursing degree are eligible for tuition reimbursement of up to $5,000 annually.
  - Earn your BSN through Clarkson College: sponsored tuition and fees through the RN to BSN program ***clarksoncollege.edu/nursing/bsnsponsorship***
  - Employees, spouses and dependents (age 23 or under) receive a 35% tuition discount at Clarkson College.
- Certification reimbursement up to $500 per year for eligible employees.

TOTAL REWARDS
BENEFITS FOR WHAT MATTERS MOST

Taking care of our patients and communities begins by taking care of our team. You'll receive comprehensive benefits and perks created with you, your family and your well-being in mind.

Group health and welfare plans

- Medical benefits are provided through UMR, a United Healthcare company.
- Dental and vision benefits are provided through MetLife.
- Flexible Spending Account/ Health Savings Account.
- Retirement through Empower.
- Short-term disability.
- Long-term disability.
- Basic life insurance (1x annual salary for full-time employees).

Time off

- **Paid time off:** New full-time nurses accrue 160 hours of PTO per year.
- Six paid holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.
- Our Community Strong program provides eight paid hours per year for volunteering.

Retirement plan

Planning for the future can seem daunting, but we're here to help. Our dedicated retirement consultant is available to guide you through your savings options and help you build a plan that works for you.

You can start contributing to your retirement account immediately and will receive an employer-matching contribution annually once certain criteria are met. Employer match is partially vested beginning at two years of service, with full vesting at six years.

Medical and parental leave

- **FMLA eligibility:** Eligible after one year of employment, for self and eligible dependents. Prior to FMLA eligibility, employees at or above 0.5 FTE are eligible for a Medical Leave of Absence (MLOA) for themselves.
- **Short-term disability:** 60% of base pay for the employee.
- **Paid parental leave:** Up to three weeks at 60% of base pay for birth and non-birth parents.
- **Other leave options:** Personal, civic, military and bereavement/funeral leave. Ask a recruiter for details.

Family-forming and support

- Family-forming benefits.
- Adoption assistance.
- Childcare assistance.

Wellness programs

Our wellness programs help you prioritize your physical and mental well-being. From free counseling sessions to fitness center access, we provide tools and resources to help you lead a balanced and fulfilling life.

- **Employee Assistance Program:** Employees and family members receive five free counseling sessions per incident with a licensed clinician through SupportLinc (supportlinc.com). Additional assistance is available for personal, family, financial or legal issues.
- **Well-Being 360:** Employees and spouses can complete guided wellness activities and online courses to earn points and prizes. If you are enrolled in a health plan that includes a health savings account, you can earn employer funding toward your medical expenses.
- Through the Well-Being 360 program you receive:
  - » Personalized coaching from certified health coaches to help you understand your health risks and improve your overall well-being with convenient, virtual support.
  - » Free access to on-site fitness centers, plus discounted subscription access to thousands of gyms and online fitness classes.
  - » Well-being programs in health management, weight management and smoking cessation.

Mental Health Support

If you're dealing with stress, anxiety or relationship challenges, you can connect confidentially with a licensed therapist or psychiatrist from your home, phone or computer.

Personalized Health Support

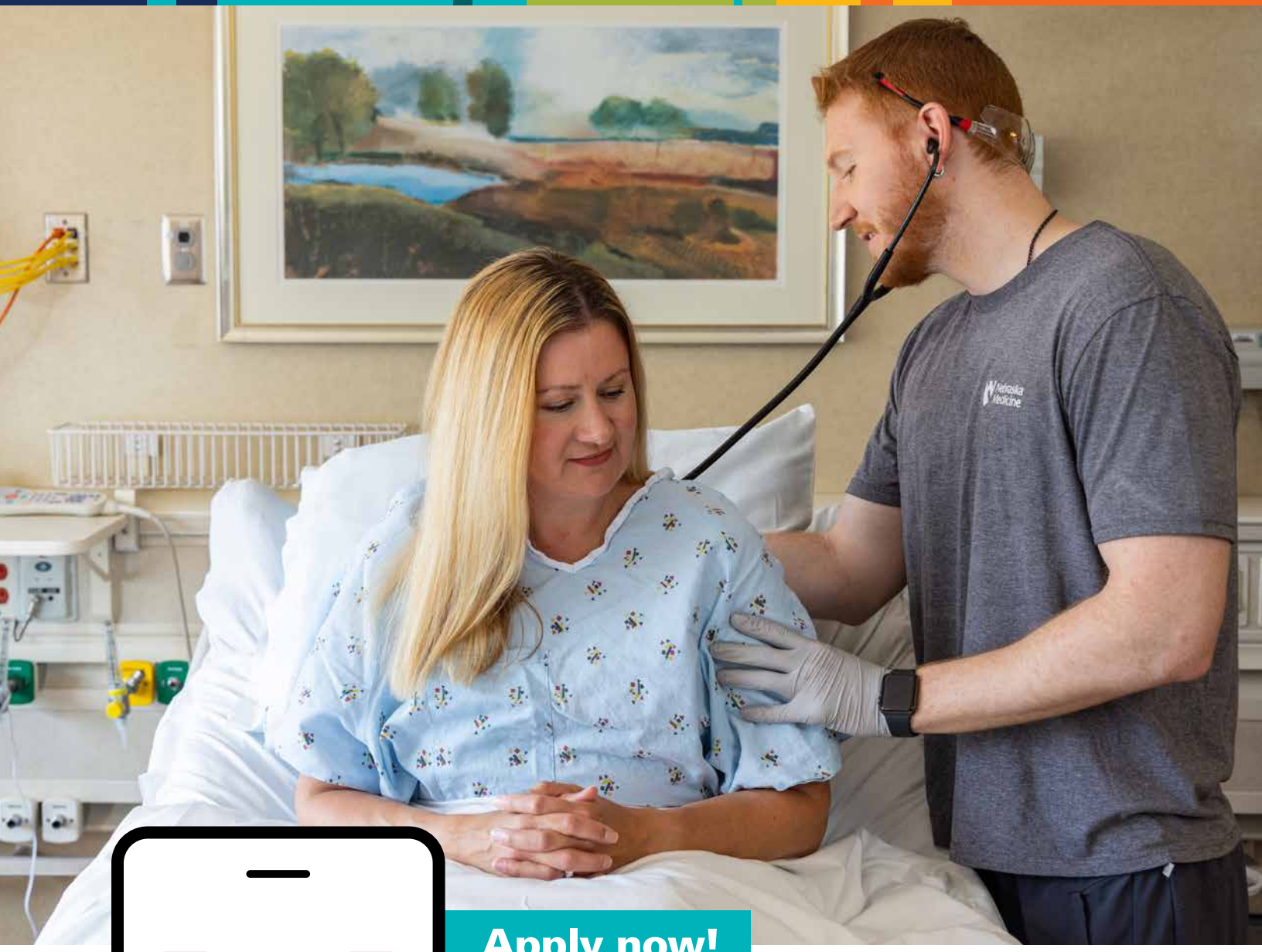
Comprehensive digital care programs help you manage chronic pain, diabetes and other ongoing health conditions. You'll get personalized plans, virtual coaching and connected tools designed to help you improve your health at your own pace.

Employee Resource Groups

Nebraska Medicine and UNMC have many active employee resource groups to help you engage and learn with colleagues, including:

- Administrative Professionals Network (APN).
- African American and Black Alliance (AABA).
- All Disabilities and Abilities Partnering Together (ADAPT).
- Asian American and Pacific Islander (AAPI).
- Emerging Professionals Program (EPP).
- LatinXcellence.
- LGBTQ+ Alliance.
- Live Green Ambassadors.
- Respect, Inspire, Support and Empower Women (RISE).
- Veterans and Military Affiliated (VMA).
- Wellness, Information, Support, Encouragement (WISE Minds).

ARE YOU READY TO DISCOVER YOUR POTENTIAL AS A NEBRASKA MEDICINE NURSE?



Apply now!

Scan the QR code or visit ***NebraskaMed.com/Careers***.

If you have any questions or would like to speak to a recruiter, please contact ***sourcing@nebraskamed.com***.