Career options: Nursing

A nursing degree provides graduates with a strong foundation in providing physical and technical care and support for patients. Nursing graduates are able to:

- Work competently and ethically within health service environments supporting patients, families and communities throughout the full range of life transitions. These might include infancy, school health, adolescence, general practice, acute care, medical and surgical settings, emergency and critical care, mental health, aged care and palliative care settings.
- Assess the health needs, strengths and resources of patients, families and communities
- Be proactive in promoting health and preventing health problems through education, psychosocial support and counselling.
- Coordinate health professionals in multidisciplinary teams so that the holistic needs of patients and communities are being met promptly, safely and respectfully.
- Provide highly specialised technical interventions and monitoring, which include first aid, CPR, advanced life support, medication administration, assisting in medical and surgical procedures.
- Communicate report and disseminate health issues to patients, communities, clinical colleagues.
- Educate patients, families and communities to promote, maintain and restore health and wellbeing.
- Encourage patients to develop health literacy and coping skills to adopt healthy lifestyles.

In addition to knowledge and skills directly related to your program of study, you will also develop a range of other skills (e.g. teamwork, analytical, communication) through academic study, employment, voluntary work, sporting activities and life experience. Recognising the value employers place on these skills is an important factor in your graduate job search.

Occupations and industries

Nursing graduates are employed in a wide range of occupations and industries including:

- Hospitals - private & public
- Medical centres
- Community health clinics
- Aged care centres
- Home nursing services
- Schools
- International aid agencies
- Drug & alcohol services
- Public health agencies
- Defence forces
- Occupational health & safety
- Health promotion agencies
- Medical research institutes
- Travel industry (Cruise ships/Resorts)

Positions and employers

Many graduate employers recruit from a wide range of disciplines. The major directory of graduate recruitment in Australia, Graduate Opportunities, lists employers by the disciplines from which they are recruiting. You might be surprised by the range of employers recruiting from your degree and the sectors of the workplace where you might establish a career.
Examples of graduate positions and employers include:

<table>
<thead>
<tr>
<th>Position</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditor</td>
<td>Department of Health and Aged Care</td>
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<tr>
<td>Cardiac Rehabilitation Coordinator</td>
<td>John Flynn Hospital</td>
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<tr>
<td>Clinical Nurse</td>
<td>Queensland Health</td>
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<tr>
<td>Clinical Nurse</td>
<td>Gold Coast Health Service</td>
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<tr>
<td>Clinical Nurse (Oncology)</td>
<td>Mater Private Hospital</td>
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<tr>
<td>Enrolled Nurse</td>
<td>Mayne Health</td>
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<tr>
<td>Intensive Care Paramedic</td>
<td>Department of Health</td>
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<tr>
<td>Intensive Care Paramedic</td>
<td>Queensland Ambulance Service</td>
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<tr>
<td>Level 1 Registered Nurse</td>
<td>Queensland Health</td>
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<tr>
<td>Nurse Educator (Intensive Care)</td>
<td>Queensland Health</td>
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<tr>
<td>Nursing Assistant</td>
<td>Gung Ho Stunts</td>
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<tr>
<td>Nurse Receptionist</td>
<td>Doctor’s Surgery</td>
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<tr>
<td>Nursing Care Manager</td>
<td>Southport Diagnostic Imaging</td>
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<tr>
<td>Office Manager</td>
<td>AUSAID Health Project</td>
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<tr>
<td>Paramedic</td>
<td>Queensland Ambulance Service</td>
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<tr>
<td>Psychiatric Nurse</td>
<td>Belmont Private Hospital</td>
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<tr>
<td>Registered Nurse</td>
<td>Allamanda Private Hospital</td>
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<tr>
<td>Registered Nurse</td>
<td>Kirra Nursing Home</td>
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<tr>
<td>Registered Nurse</td>
<td>Logan Hospital</td>
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<tr>
<td>Registered Nurse</td>
<td>Wolston Park Hospital</td>
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<tr>
<td>Registered Nurse</td>
<td>Royal Children's Hospital</td>
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<tr>
<td>Registered Nurse</td>
<td>Australian Army</td>
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<tr>
<td>Registered Nurse</td>
<td>Southcoast Radiology</td>
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<tr>
<td>Registered Nurse (Emergency)</td>
<td>Ramsay Health Centre</td>
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<tr>
<td>Registered Nurse (Oncology)</td>
<td>Royal Brisbane Hospital</td>
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<tr>
<td>Registered Nurse (Perioperative)</td>
<td>Queensland Health</td>
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<tr>
<td>Resource Officer</td>
<td>Guide Dogs Association</td>
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<tr>
<td>School Based Youth Health Nurse</td>
<td>Queensland Health</td>
</tr>
<tr>
<td>Trainee Nurse</td>
<td>Barcaldine Hospital</td>
</tr>
</tbody>
</table>

**Vacancies on-line**

**Australia**

- [Australian Defence Force Recruiting](#)
- [Australian Job Search](#)
- [Australian Public Service recruitment](#)
- [Brisbane City Council vacancies](#)
- [CareCareers](#)
- [Health & Community Jobs (HACjobs)](#)
- [Healthcare Australia](#)
- [Australian Healthcare and Hospitals Association vacancy listings](#)
- [Medistaff nurse recruitment](#)
- [Adzuna medical & healthcare vacancies](#)
- [New South Wales Government jobs](#)
- [Pharmaceutical Jobs (healthcare, medical, scientific and pharmaceutical vacancies)](#)
- [ProBono Australia (Skilled professionals voluntary positions in not for profit organisations)](#)
- [Queensland Government Jobs](#)
- [Queensland Health Nursing Vacancies](#)
Targeting potential employers

Many work opportunities are not advertised. It is common practice for jobseekers to search out these opportunities. When approaching potential employers, conducting research to identify links between your selling points (your skills, experience, interests and qualifications) and an employer’s needs, increases your chances of success. Research will also reduce the number of approaches you need to make, saving you time in the end. Developing and using your personal and professional networks is also a valuable tool in finding these ‘hidden’ opportunities.

- Aged care facilities in Australia
- Australian Government departments
- My Community Directory (Lifeline’s comprehensive directory of community service providers across a wide range of sectors)
- Disability support agencies in Australia
- Drug & alcohol services in Australia
- International health organisations
- Job Network employment agencies
- Local Governments in Australia
- Medical and health research organisations in Australia
- Not for Profit organizations in Australia
- Overseas aid agencies in Australia
- Pathology practices in Australia
- Private hospitals in Australia
Employment prospects and starting salaries

Grad Jobs and Dollars provides information on employment rates and median starting salaries by field of study, for Australian university graduates surveyed four months after graduation. Information on occupations Australia-wide, such as the size of the workforce, employment prospects and average weekly earnings is available from JobOutlook.

Professional associations

Joining a professional association is a great way to meet people in your field, who can assist you to explore your career options and potentially find employment opportunities. These associations exist in every field of employment and hold regular professional development and networking events. Students are welcome to join, and membership and can cost as little as $60 per year.

- Nursing professional associations (links to a comprehensive range of associations)
- Australian College of Midwives
- Australian Health Promotion Association
- Australian Healthcare and Hospitals Association
- Public Health Association of Australia

Registration as a nurse or midwife

To practice as a nurse or midwife in Australia, you must be registered with the Nursing and Midwifery Board of Australia.

Other career-related links for nursing students

- Careers in registered nursing
- Pathways to careers in health
- Career info videos: Nursing
- Careers in nursing and midwifery
- Graduate Entry Medicine & Dentistry Admissions Test (GAMSAT)
Sample job advertisements

**Bupa care Services** - At Bupa we are passionate about our people and enabling them to fulfil their potential. Through structured clinical placements, professional development days and mentorship we will support you to build your knowledge, skills and career with confidence.

A unique opportunity to develop your career in nursing

* Develop a specialisation in dementia and palliative care
* Be part of the future of aged care with a renowned international health and care company
* Structured 12 month program with four placements
* Development days and further clinical training
* Contribution to HECS/HELP/SFSS debt
* Competitive rate of pay
* The opportunity to gain a recognised post-graduate qualification
* Mentoring and support
* Permanent employment
* Potential to work at one of our 47 facilities across 4 states
* Career progression and leadership development

**We value our graduates**

We understand the challenges of being a new graduate. We value you as an addition to our organisation and offer a competitive package which reflects this.

* You will receive a competitive rate of pay
* Contribution to your HECS/HELP/SFSS debt on completion of the program
* Sponsorship for overseas graduates

To be eligible for the program you need to...

* Have obtained a Bachelor of Nursing degree
* Be eligible to register with the Nursing and Midwifery Board of Australia
* Be able to undertake 12 months fulltime employment

Please note that electives related to aged care are not a prerequisite for selection.

**Ramsay Health Care GradPlus Nursing Program**

As the largest and most respected private hospital operator in Australia, Ramsay Health Care can offer you an exciting nursing career in a wide range of clinical areas. All of our Hospitals meet national accreditation standards and provide comprehensive care to private patients. In Queensland we have 12 hospitals located throughout the state in several regional, coastal and metro areas, all offering a variety of clinical settings to suit your individual needs.

GradPlus Qld is Ramsay Health Care’s Queensland program for graduate Registered (Div 1) and Endorsed Enrolled (Div 2) nurses. Our flexible program opens doors to exciting career opportunities. GradPlus offers more support, more opportunity and more flexibility than any other graduate nursing program. We are looking for enthusiastic and motivated graduate nurses to join our teams. We offer you a comprehensive first year development program ... and the chance for a rewarding and long-term career with Australia’s most progressive and successful health care company.

All applicants must:

* be eligible to register with the Nursing and Midwifery Board of Australia upon completion of their studies
* commit to 2 years employment with Ramsay Health Care
* display effective interpersonal skills and be able to build rapport with a diverse range of people
* be able to accept professional accountability for own actions
* be aware of own limitations
* demonstrate commitment to ongoing professional development
* be willing to embrace the values of the Ramsay Way
Mater Health Services, Brisbane is the winner of the first ever Queensland Greats Award for an organisation and employs approximately 7,000 staff. It is a unique organisation in Queensland as a network of 7 private hospitals which also provide public health services. Six of the Mater Health Services hospitals are located within the South Brisbane campus, offering an exceptional opportunity for nursing graduates.

With specialised Mothers', Children's and Adult Public and Private Hospitals, Mater Health Services offers a broad range of medical, surgical, critical care, maternity, women’s health, outpatient, emergency and community health services.

Mater Health Services in South Brisbane offers graduate Registered Nurses a choice of the following Programs:

**Adults (Mater Adult Hospital [MAH] and Mater Private Hospital Brisbane [MPHB])**

- Rotational Program (MAH & MPHB)
- Peri-operative (MPHB & MAH)
- Oncology (MAH)
- Cardiovascular (MPHB)
- Women's Health (Mater Mothers’ Hospital)
- Paediatrics (Mater Children’s Hospital)

**These programs will include:**

- One week orientation
- Supernumerary time throughout all Programs
- Professional Development Days
- Clinical learning packages and competencies
- Full support by Clinical Preceptors, Clinical Facilitators and Associates, Graduate Support *Coordinators and Nurse Educators

The graduate program is available on a full time basis only and you will be expected to participate in a rotational shift roster (including morning, evening and night shifts) 7 days per week. Mater Health Services is committed to providing personal and professional development opportunities for all staff. It is our aim through the program, to provide the skills and knowledge required to assist graduates in becoming exceptional Registered Nurses. We are seeking applications from candidates who have completed a Bachelor of Nursing degree within the past 12 months, and have less than 6 month’s work experience as a Registered Nurse since graduation.

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**St Andrew’s War Memorial Hospital** is currently recruiting for our Graduate Nurse Program.

- Have access to a brand new state-of-the-art facility including all new equipment!
- Be part of this exciting growth period!

St Andrew’s War Memorial Hospital is an acute care “not for profit” private hospital and prides itself on providing first class treatment with world class results. The Hospital is held in high regard for its excellence in clinical outcomes and innovation in all hospital departments. The hospital is known for its high acuity levels and internationally acknowledged medical research into patient outcomes.

We are currently recruiting for Graduate Nurses to commence in January in either our General or Peri-Operative Graduate Programs. Our Graduates are fully supported by both dedicated educators and preceptors and will have access to paid study days and a monthly in-service program. Our General Program Graduates participate in two 6 month rotations plus an elective and our Peri-Operative Program Graduates have access to specialist theatres and also complete an elective. The successful applicants will have excellent communication skills and an ability to work as part of a team. Candidates must demonstrate excellent customer service skills and patient care. Ideally, candidates will also display an ability to take ownership of their work load and display initiative.

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Updated: October 2015
Careers and Employment Service, Griffith University