

## Nurse Ambassador FAQs

### **Who is eligible to become a Ballad Health Nurse Ambassador?**

Any Ballad Health-employed nurse can apply to become a Nurse Ambassador, providing they meet the program's eligibility requirements. NOTE: Traveling nurses are not eligible for this program.

### **Will I be paid for my time as a Nurse Ambassador?**

Yes, hours worked as a Nurse Ambassador will count as work hours, including travel time. While working as a Nurse Ambassador, you will be paid at regular rates, and qualified travel expenses will be reimbursed.

### **Are Nurse Ambassador hours worked in addition to my normal nursing duties, or do they replace some of my regular work hours?**

Nurse Ambassador activities will be coordinated with the nurse's manager to ensure all necessary staffing is covered before a Nurse Ambassador visit is scheduled.

### **How do I earn the \$1,500 recruitment bonus?**

Nurse Ambassadors will earn a \$1,500 recruitment bonus for each new graduate registered nurse from their school of nursing who accepts a full-time or part-time benefited RN position with Ballad Health. The bonus will be paid out in three installments, with the final payment taking place after six months of the new hire's employment.

### **How is this recruitment bonus different than the one we normally offer for recruiting nurses to join Ballad Health?**

This bonus of \$1,500 only applies to new nursing graduates who come to work for Ballad Health from your alma mater. Our existing recruitment bonus of \$2,500 applies to experienced nurses who are recruited to Ballad Health from anywhere else.

### **What duties will the Nurse Ambassadors perform?**

The main duty for a Nurse Ambassadors is to travel to their alma mater and talk to nursing students about job opportunities with Ballad Health. Our Ballad Health human resources recruitment team will assist with details related to scheduling visits.

### **Does the Nurse Ambassador program apply to all nursing schools, regardless of where they are located?**

The program applies only to schools located between two to four hours' drive time from Johnson City, Tennessee. The goal of this program is to recruit nursing students from just beyond the Ballad Health footprint. Nursing schools in our local area are not eligible because we are already actively recruiting at those schools. Alma maters located more than four hours away are also not eligible. Also, airplane flights are not eligible for reimbursement as a program travel expense. The human resources recruitment team can provide more details.

### **When will visits to schools take place?**

Nurse Ambassador presentations would usually take place in association with school graduations, although some visits could coincide with career fairs or other events.

### **How do I know what to say when I'm talking to people at my alma mater?**

Nurses who are selected to participate in the program will be provided materials to use during their presentations and recruiting efforts. Ambassadors will be trained on how the process works.

### **How do I apply to become a Nurse Ambassador?**

Contact Amanda Blevins, Ballad Health's academic recruitment liaison, to express your interest in applying, by emailing [Amanda.blevins@balladhealth.org](mailto:Amanda.blevins@balladhealth.org). Provide your name, position, location, phone number, your supervisor's name and your alma mater. The recruitment team will then reach out to your manager about eligibility requirements and obtain a verbal recommendation.

### **What's the interview process like?**

Nurses applying to the program will do a video interview with a member of the nurse recruitment team on Microsoft Teams, lasting approximately 30 minutes. A training session is then scheduled to cover the details of the program and presentations.

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