



EXPRESSION OF INTEREST

JD5859

JOB TITLE:	Multiple Openings - New Graduate Registered Nurse/Registered Psychiatric Nurse	EOI NO.:	5859
CLASSIFICATION:	Direct Patient Care - Profile Classification - Level 3	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	21001
UNION:	BCNU	N/A	EOI
PROGRAM/DEPARTMENT:	Community Hospitals	BENCHMARKS (If Applicable):	
REPORTING TO:	Department Manager		
FACILITY/SITE:	TBD		

JOB SUMMARY:

Spring 2026 New Graduate RN/RPN Intake Apply by March 31, 2026

Are you graduating soon and ready to start your nursing career? Island Health is excited to welcome you to our team! We offer both full-time and part-time positions across various units and locations!

WHY ISLAND HEALTH

- **Relocation Assistance:** We understand that relocating for a new opportunity is a big step, and to help support you, relocation assistance of up to \$5,000 may be available for eligible candidates.
- **Competitive Wage:** \$41.42 \$59.52 with added shift differentials.
- **Lifestyle:** Enjoy easy access to British Columbia's finest beaches, mountains, hiking, and more.
- **Community:** Amongst the Kwakwaka'wakw, Coast Salish, and Nuu-chah-nulth Territories, there's a unique strength in the bonds that we share creating connections you won't often find in larger cities. In the vibrant life of Victoria or the charm of a rural coastal town, here you will Find Your Place.
- **Benefits:** Extended health (medical, dental), 4 weeks vacation, 13 statutory holidays, accrued sick pay, pension plan, educational scholarships, and a premium employee discount program.

Are you someone who has a real passion for serving others? Are you a new graduate Registered Nurse (RN) or Registered Psychiatric Nurse (RPN) looking to showcase your knowledge, skills, and abilities in a dynamic environment? Island Health is an employer that knows our people make the organization. It is our people who make a difference, deliver care, and define our organizational culture.

We are the Health Authority for all of Vancouver Island, one of the most livable in the world. We are the largest employer on the outdoors year-round due to our climate, warm dry summers, and mild winters. We are the largest employer on Vancouver Island, with approximately 33,000 employees, 1,900 physician partners, and 6,500 volunteers who provide health services to the 885,000 residents of Vancouver Island and adjacent coastal communities.

At Island Health, our values shape our actions and guide our decision-making as we plan for the future. Our vision is **Excellent health and care for everyone, everywhere, every time.**

Opportunities are available across the island in a variety of care settings, including:

Acute Care

- **Specialty Areas** (Emergency, Postpartum, etc.)

Long Term Care

Mental Health and Substance Use

Restorative Health / Rehabilitation

TYPICAL DUTIES AND RESPONSIBILITIES:

Full duties and responsibilities will be as per job description hired to.

QUALIFICATIONS:

Education, Training And Experience

To join our team, you will need:

- Eligible for provisional licensure or current and active registration with the BC College of Nurses and Midwives as a practicing Registered Nurse (RN) registrant or a practicing Registered Psychiatric Nurse (RPN) registrant.
- Recognized post-basic education required for some clinical areas, or an equivalent combination of education and experience.
- Basic Life Support, Level C is required.

If you are hired to a nursing specialty area, completion of applicable post-graduate clinical specialty education is required.

Skills And Abilities

If you would love to work with a progressive and cohesive team, we would love to hear from you! **Apply today!**

WHAT HAPPENS AFTER YOU APPLY?

Check Your Email: 1. You will receive a New Grad Unit Preferences Survey. Please check your junk/spam folder too.

Chat with a Recruiter: 2. We will schedule a conversation with you and request your references.

Application Review: 3. Our recruitment team will share your New Grad Package (resume, cover letter, references, and conversation notes) with managers based on your preferred units.

Meet the Manager: 4. If a unit is able to support a new graduate, you may be invited to a meet-and-greet with the manager.

Receive & Accept Your Offer!

Please reach out to our Indigenous Recruitment and Retention team for support with your application if you identify as Indigenous: indigenousemployment@islandhealth.ca

Start your nursing journey with Island Health! **Apply today** and take the first step toward a rewarding career!