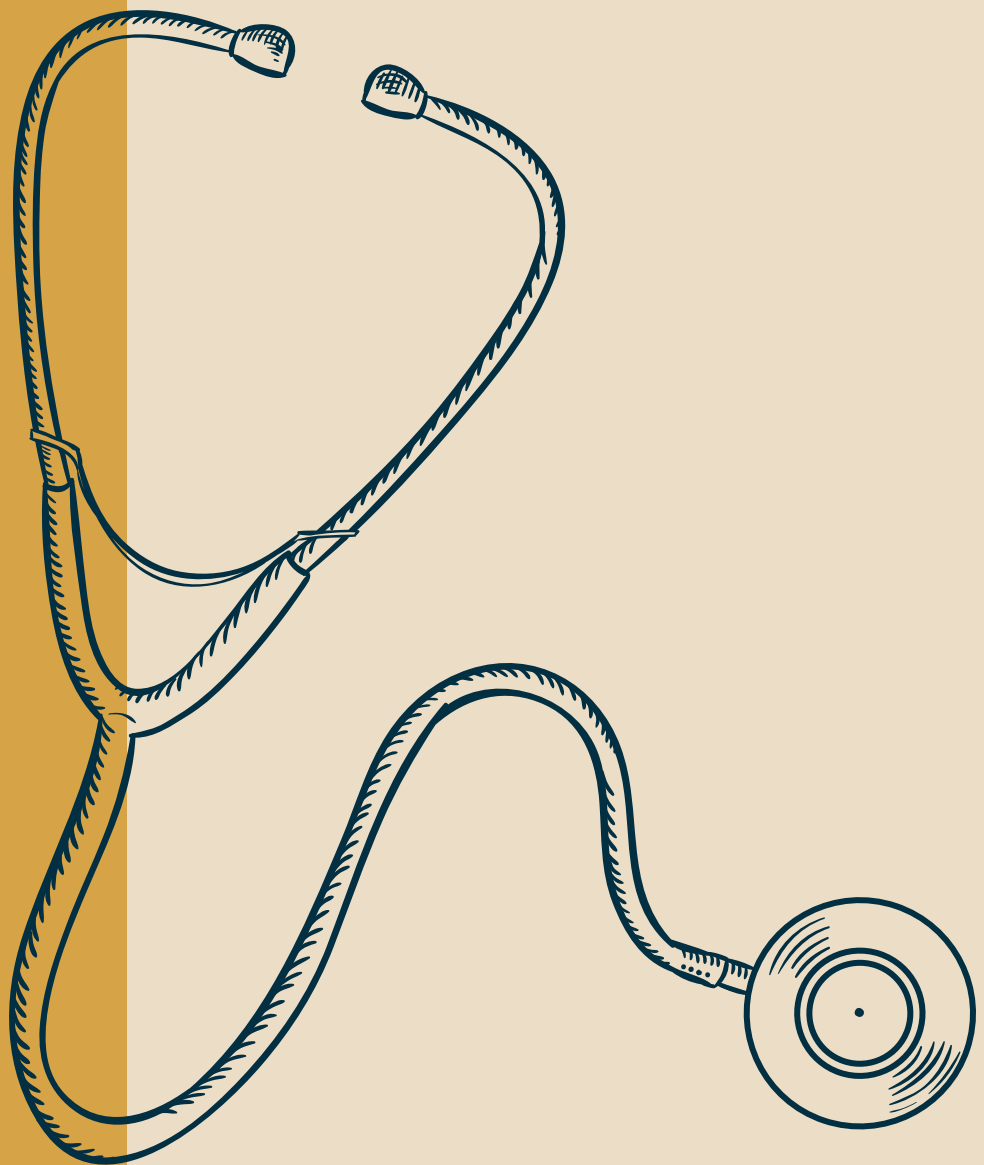


THE NONTRADITIONAL NURSE

N E X T   S T E P S :  
**YOUR NURSING  
CAREER GUIDE**





# INTRODUCTION

Your nursing career is filled with possibilities, but navigating the next step can sometimes feel overwhelming. Whether you're looking to advance in your current role, explore nontraditional opportunities, or transition to a completely new specialty, this guide is here to help. We've crafted this resource to provide you with practical advice on evaluating job options, building a strong network, preparing for interviews, and negotiating the best offer. By using this guide, you'll be empowered to make informed decisions about your future, and take confident strides towards a fulfilling nursing career that aligns with your goals and lifestyle.



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## CHAPTER 1

# DISCOVERING YOUR NURSING “WHY”

Before you dive into job searches or career changes, it’s important to pause and reflect on what would fulfill you in a new nursing role. Understanding your core motivations will guide your next steps, whether you would like to continue to work at the bedside or explore nontraditional roles.

### STEP 1

#### REFLECT ON YOUR MOTIVATION

Ask yourself, why did I choose nursing? Has this changed throughout my career? Everyone has their own reasons, and recognizing yours will help clarify your future direction. Here are a few broad categories to give some thought to and help narrow your focus. If you already know what role you would like to pursue, skip ahead to chapter 3.

#### PATIENT CARE FOCUS

Are you drawn to direct patient care and hands-on support? Does making a difference with each patient you see fill your cup?

#### SPECIALTY CARE

Do you feel passionate about working in a particular area like oncology, pediatrics, or mental health? These are just a few examples.

#### POPULATION FOCUS

Do you find yourself more interested in leadership, policy, or influencing healthcare on a systems or population level?

#### HAVING TROUBLE FINDING YOUR WHY?

Nursing is a demanding profession, and your “why” is most likely different now than it was when you were in nursing school. It is ok for your “why” to be a paycheck if that is the priority at this time. There is no shame in prioritizing you or your family over work goals either. It is important to be honest with yourself when starting this journey. If this resonates with you, think hard about what would make you want to go to work each day.



## STEP 2: IDENTIFY WHAT MATTERS MOST TO YOU

Before you begin applying for new roles, it's important to understand your own values and what matters most to you in a job. This will help you narrow your search and focus on positions that align with your priorities. To respect your own time, be intentional about what roles you are applying to so that you are not wasting time on interviews or applications that do not fit your criteria. This will help the job search feel less exhausting and give you energy and excitement for the interviews you really want. Here are a few key areas to consider:

### WORK-LIFE BALANCE

One of the biggest challenges for nurses is finding a role that allows for a healthy balance between work and personal life. Some nursing roles offer flexibility in scheduling, like part-time positions or jobs with 12-hour shifts that provide more days off. Ask yourself, do you prefer a traditional 9–5 schedule, or are you comfortable with longer shifts that give you more consecutive days off?

### COMPENSATION

Financial stability is important for all professionals, but compensation also includes more than just salary. Look into benefits like healthcare, retirement options, and bonuses. Additionally, some nursing roles offer incentives like tuition reimbursement for further education, which could be valuable for long-term career growth. Don't be afraid to research salary ranges on platforms like Glassdoor. Think about what you are striving for in a total comp package.

### PATIENT INTERACTION VS. ADMINISTRATIVE WORK

Do you thrive in roles where you provide direct patient care, or are you more comfortable working behind the scenes in administration, education, or policy? Some nurses love the hands-on nature of bedside care, while others prefer to use their expertise to improve healthcare systems, technology, or training programs. Think about which area excites you the most and aligns with your strengths.

### CAREER GROWTH AND DEVELOPMENT

If you are seeking long-term growth, consider roles that offer professional development opportunities, like mentorship programs, certifications, or leadership pathways. If career advancement is a priority, make sure to look for organizations that support continuing education and offer clear paths to specialized or leadership positions.

Tip: Consider what types of certifications or educational advancements may help you stand out in the future. But make sure those certifications align with your long-term goals, not just as resume boosters.

### JOB SECURITY

Stability in nursing roles can vary, depending on the type of position or healthcare setting. Hospital jobs might provide more immediate job security, while emerging fields like healthcare tech start ups may come with fewer guarantees but other potential upsides. Keep this in mind if job security is a top priority to you!

**NOW RANK THESE  
BY IMPORTANCE  
TO YOU!**

## STEP 3: PINPOINT YOUR STRENGTHS

You have worked so hard to get where you are, and picked up a TON of skills on the way! It is time for a thought exercise on what these are.

1. List out as many skills that you are expert or proficient in and then pick your top 5 overall skills. Give yourself a pat on the back for mastering these and think about what jobs these could translate well to.
2. Identify any areas that you think you could improve on that would help you reach your career goals. Would you like to get into leadership but lack direct management experience? What roles in your past have helped you learn leadership skills? Charge nurse? Head of a committee?
3. Now that you've identified your top skills and areas for improvement, it's time to see how they align with current job market trends. Start by doing a preliminary search for roles that interest you and take note of the common skills, qualifications, and responsibilities listed in the job descriptions. Pay attention to recurring keywords and required competencies to ensure your skills match what employers are looking for. This research can also help you identify gaps in your experience and plan for additional training or certifications that could strengthen your candidacy.



*Make sure to think about clinical skills as well as “soft skills” such as communication, teamwork, adaptability, problem-solving, work ethic, and conflict management.*

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**KEEP YOUR NOTES WHEN YOU ARE DONE. THIS IS A THOUGHT EXERCISE THAT CAN TRANSLATE WELL INTO BUILDING YOUR RESUME AND LINKEDIN PROFILE.**



# CHAPTER 2

## CAREER EXPLORATION



### NOW IS THE FUN PART! TIME TO EXPLORE!

At The Nontraditional Nurse (TNN), we've created a career map to help you explore the many diverse opportunities available to nurses. While this map is a great starting point, it's important to remember that the nursing profession offers a nearly limitless range of roles, and it would be impossible to cover them all here. Use this guide as inspiration to get creative and find the most fulfilling career path that aligns with your unique strengths and interests.

This journey is about your goals, so be honest with yourself about what you're looking for and what you bring to the table. Keep the notes you've made in earlier sections handy as you navigate through these options, and remember: the sky is the limit!

Think we've missed something big? Reach out to us at [thenontraditionalrn@gmail.com](mailto:thenontraditionalrn@gmail.com) — we're always updating our content. Want to share your story? Contact us on the website, and we'll be in touch about an interview!

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**GO TO THE NEXT PAGE TO START EXPLORING**

# NONTRADITIONAL NURSING CAREER MAP



## DIRECT PATIENT CARE

These are roles where nurses still interact directly with patients, providing care and support, but in a less traditional setting than hospitals or clinics.

## LEADERSHIP AND POLICY

These positions focus on shaping healthcare environments, policies, and procedures rather than direct patient care.

## TECHNOLOGY AND INFORMATICS

These roles focus on integrating nursing with healthcare technology to improve systems and patient outcomes.

## BUSINESS AND ENTREPRENEURSHIP

Nurses in these roles often run their own businesses or work in corporate settings, leveraging their clinical expertise in new ways.

## CONSULTING AND ADVISORY

In these positions, nurses serve as expert advisors, often helping with legal cases or organizational improvements.

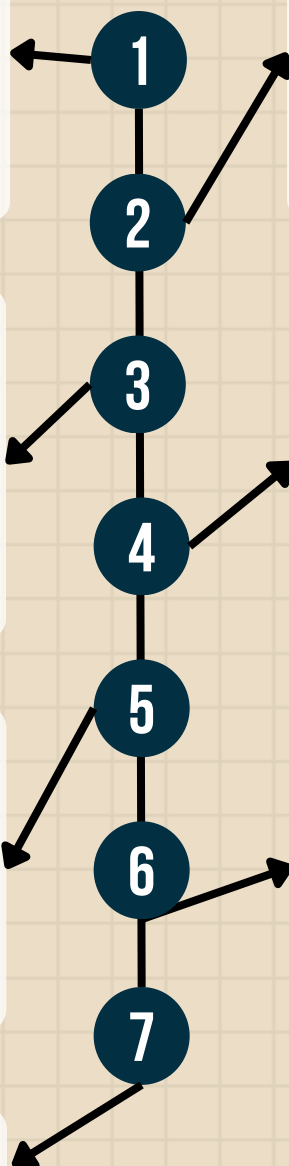
## RESEARCH AND INNOVATION

These roles focus on driving nursing and healthcare innovation through research and exploration of new treatments.

## MISCELLANEOUS AND ADVANCED PRACTICE

Too hard to categorize, too important to leave out!

CLICK THE JOB CATEGORIES  
TO LEARN MORE!





# CHAPTER 3

## WHY NETWORKING MATTERS

When it comes to securing nontraditional nursing roles, networking plays a vital role in standing out from the competition. These positions are often highly competitive, and simply submitting an application isn't enough to set you apart. Networking provides a way to make a personal connection, gain insider knowledge about a role, and even receive a recommendation from a current employee—all of which can significantly boost your chances. Here are 3 reasons to network:

### COMPETITIVE EDGE

Many nontraditional roles in nursing, such as leadership, consulting, or tech-related positions, attract a high number of applications. Networking allows you to get noticed by potential employers before your resume even lands on their desk.

### INSIDE INFORMATION

By connecting with current employees or others in your desired field, you gain valuable insight into the company culture, expectations for the role, and potential challenges. This can help you tailor your application and be better prepared for interviews.

### INTERNAL REFERRALS

A recommendation from a current employee can have a major impact on your candidacy. Many companies value referrals as they come from trusted sources, increasing your chances of landing an interview or job. Do not underestimate the power of a referral!

### How to Approach Networking:

Many employees are open to talking with you if approached professionally and respectfully. By asking the right questions and showing genuine interest, you can create relationships that may lead to mentorship opportunities, job referrals, or valuable career advice.

Networking is not just about finding a job—it's about building meaningful professional relationships that can serve you throughout your entire career.

**Pro Tip: LinkedIn is one of the top tools for professional networking, and it's free! Next up, we will teach you how to utilize this powerful resource!**

# BUILDING YOUR LINKEDIN PROFILE



## HEADLINE

Clearly state what you do or what you're looking for, using keywords related to your desired roles.

Example: "Nurse Educator | Clinical Operations Specialist | Passionate about Healthcare Innovation"

## PROFILE PICTURE

If you don't have a professional headshot, have someone take a photo of you with your phone camera with business casual attire or scrubs. DO NOT leave your profile picture blank.



## SUMMARY

Write a compelling summary that focuses on your unique skills, experience, and career goals. Be sure to mention your nursing background, interest in nontraditional roles, and how you can add value to prospective employers.

## EXPERIENCE

List your roles in reverse chronological order, focusing on achievements rather than tasks. Highlight transferrable skills such as project management, leadership, and technology use. Make sure to mention measurable successes such as leading successful projects.

## SKILLS & ENDORSEMENTS

Add relevant skills that are required in your target roles, such as "Leadership," "Healthcare Technology," or "Process Improvement." You can also add clinical skills to this section! Ask colleagues to endorse these skills.

## ADD CONNECTIONS

It can be intimidating to build out your LinkedIn profile. A great way to find inspiration is by exploring other profiles of people in your industry. Feel free to peek at mine (Ellie Kirkpatrick) if you need an example. Now add some connections!

# HOW TO “COLD MESSAGE” ON LINKEDIN

Networking is key in landing nontraditional nursing roles, and cold outreach can help you build connections in companies you’re interested in. Here’s how to do it effectively:

## Research:

Identify individuals in roles you’re interested in or those working in departments related to your goals. Look for commonalities such as shared interests, schools, or experiences.

## Craft your message:

Your message should be polite, concise, and personalized. Here’s a sample structure:

- **Introduction:** Briefly introduce yourself and explain how you found them (e.g., “I noticed we both work in healthcare and are passionate about technology integration”).
  - **Purpose:** State why you’re reaching out. Express interest in their company or role, and ask if they’re open to sharing their insights.
  - **Call to Action:** End with a soft ask, like “I’d love to connect or chat briefly to hear more about your experience at [Company Name].”
- Example:

Hi [Name], I hope you’re doing well. I came across your profile and saw that you work in [role] at [company]. I’m a nurse looking to transition into [role or industry] and would love to hear about your experience. Would you be open to a brief chat? Thank you!

## Follow up:

If you don’t hear back after a week, send a polite follow-up, reiterating your interest. Don’t be discouraged by not hearing back from every message. Make sure to keep sending messages to different people at the company and you will eventually get a response!

# INTERVIEW PREP

Interviews can be nerve-wracking, but with the right preparation, you can turn them into opportunities to shine. The key is to walk in feeling confident and well-prepared.

## 1. Research the Company and Role

Before the interview, spend time learning about the organization you're applying to. Understand their mission, values, and the specifics of the role you are interested in. This will not only help you tailor your answers but will show the interviewer that you are serious about the position.

- **Visit the company's website to understand their services, culture, and recent news.**
- **Read about the department you'll be working in, if applicable.**
- **Familiarize yourself with the company's core values to align your answers with their goals.**

## 2. Prepare scenarios

Interviewers often ask behavioral questions to see how you handle various situations. One of the best ways to answer these is by using the STAR method (Situation, Task, Action, Result).

- **Situation: Describe a specific situation or challenge.**
- **Task: Explain what your responsibility was in that situation.**
- **Action: Detail the steps you took to address it.**
- **Result: Share the outcome, emphasizing the positive impact of your actions.**

Prepare at least 3-5 STAR stories ahead of time that showcase your problem-solving, leadership, or teamwork abilities. Think about how you can adapt these stories to several different interview questions. With 3-5 stories that showcase you responding to adversity, you should be able to answer almost ANY interview question.

# INTERVIEW PREP CONTINUED

## 3. Practice Common Nursing Interview questions.

You should have a clear sense of whether a formal clinical interview will be part of the process based on the role. Most questions in nontraditional nursing interviews tend to be behavior-based, so it's essential to practice adapting your STAR stories (Situation, Task, Action, Result) to these types of questions. As you rehearse, consider the kind of responses you would seek if you were the hiring manager. For questions addressing weaknesses or challenges, select examples that demonstrate personal growth. Highlight how you learned from past experiences and applied those lessons to improve future outcomes. Below are some sample scenarios to help guide your preparation.

- **Can you describe a time you dealt with a difficult patient? How did you handle the situation?**
- **Tell me about a time you needed to deliver feedback to a coworker that was not well received. How did you handle this?**
- **Describe a situation where you identified a gap in a process or system. What actions did you take to address it, and what impact did it have?**
- **Can you give an example of how you have adapted to a significant change in your role or in healthcare? What strategies did you use to stay effective during the transition? (Pro tip: stay away from Covid related changes)**
- **Discuss a time when you had to manage competing priorities or multiple responsibilities. How did you organize your tasks, and what was the result?**
- **Have you ever been in a situation where you didn't meet expectations? How did you handle the feedback, and what did you do to improve moving forward?**

# STANDING OUT IN YOUR INTERVIEW



## Ask thoughtful questions:

Never underestimate the importance of asking thoughtful questions at the end of your interview. The questions you choose can reflect your knowledge of the company, your understanding of the role, and your level of preparation. Avoid surface-level questions such as inquiries about paid time off or uniform policies, as these can be addressed later in the process. Instead, focus on deeper topics like company culture, team dynamics, or growth opportunities, which can demonstrate your genuine interest and insight. Here are a few examples below.

- What are the biggest challenges facing your nursing team right now?
- How do you support nurses in this role when it comes to career growth?
- What does success look like for someone in this role?

### Pro Tip:

One of my FAVORITE questions to finish off the interview with:

- **Is there anything that you identified in this interview that would prevent me from being successful in this role?**

This question prompts the hiring manager to either affirm that you're a great fit or provide valuable, in-the-moment feedback about any concerns. It also gives you a chance to address and explain how you're prepared to overcome any perceived weaknesses right away, demonstrating confidence and problem-solving skills.



## CHAPTER 5

# YOU GOT AN OFFER. CONGRATS!

## TIME TO NEGOTIATE

First off, congratulations on receiving an offer! This is a huge milestone and a great reflection of your hard work, skills, and experience. Now comes a critical step: negotiating your offer. Negotiation can feel intimidating, but it's essential to ensure you're being compensated fairly and that the job aligns with your personal and professional needs.

Remember, negotiating is not just about salary; it's about creating a complete compensation package that reflects your worth and meets your needs. You want to make sure you're getting the most out of your offer, not just in terms of pay but in overall benefits.

## WHY NEGOTIATE?

### 1. **Show confidence**

Employers expect candidates to negotiate. It shows you know your worth and are confident in your abilities. The worst they say is no, and your offer is still there.

### 2. **There is usually wiggle room**

Often, the first offer leaves room for negotiation, so there's a good chance you can get a higher salary or better benefits with a well-prepared ask.

### 3. **Career Longevity**

By negotiating, you can ensure that the role is sustainable long-term, in both financial and personal terms. It could take years of raises to make up the difference a negotiation can make in yearly salary.

# HOW TO APPROACH NEGOTIATION

## 1. Know your worth

Before starting the conversation, it's important to understand the market rate for your role. Research similar roles in your location using platforms like Glassdoor, Salary.com, and LinkedIn to get a clear picture of what's fair.

## 2. Start with Gratitude

When you receive the offer, begin by expressing gratitude. Such as: "Thank you for the offer, I'm excited about the opportunity to join the team and contribute to [Company Name]. I'd love to discuss a few details to ensure we're aligned on the terms of the offer."

## 3. What to Negotiate

Don't focus solely on salary. Consider negotiating the following elements:

- Base Salary: based on market research and your qualifications.
- Bonuses: Sign-on bonuses or performance-based bonuses are options to explore.
- Paid Time Off: Request additional vacation or personal days if you need more flexibility.
- Professional Development: See if the company can offer a budget for continuing education or certifications.
- Work Flexibility: Negotiate remote work days or flexible hours if they are important to your work-life balance.

## 4. Be Clear and Confident

When making your counteroffer, be clear and specific. For example: "Based on my research and experience, I was hoping we could explore a base salary of \$X to better reflect the market rate for this role."

## 5. Be Ready for Reactions

Understand that the employer may not be able to meet all your requests, and that's okay. They might offer alternatives such as bonuses or additional benefits. Be flexible but firm on what matters most to you.

# CONCLUSION

Congratulations! You've made it to the end of this Nursing Career Guide, and if you've taken the time to reflect, assess, and learn, you're already well on your way to taking control of your nursing career. Remember, the path ahead is uniquely yours. Whether you're just starting to explore your options, aiming for leadership, or transitioning into a new specialty, there are endless opportunities for growth and fulfillment in nursing.

The key takeaway is that your career is in your hands. By doing a self-assessment, networking with intention, preparing for interviews, and negotiating the best offer, you're ensuring that the next step in your journey will align with your professional and personal goals. No matter what, trust in your skills, take those bold steps, and don't forget to lean on your network.

And remember, this is just the beginning! As you continue down your path, don't be afraid to make changes, adjust your goals, and adapt to new opportunities. Nursing is an incredibly versatile profession, and the options are truly limitless. You have the tools and the mindset to make a meaningful impact—both for yourself and for those you care for.

Stay connected, stay curious, and keep pushing towards your ideal career. You've got this!

♥ The TNN Team



# **APPENDIX A:**

## **CAREER MAP OF NONTRADITIONAL ROLES**

# DIRECT PATIENT CARE

- **Case Management Nurse:** Coordinates patient care across healthcare settings, ensuring proper treatment and recovery.
- **First Assist Nurse:** Assists surgeons during operations, often in specialized surgical settings. Used widely during Cardiothoracic surgery.
- **Home Health Nurse:** Provides care to patients in their homes, managing chronic illnesses and offering patient education.
- **Forensic Nurse:** Assists in legal cases, providing care to victims and collecting evidence.
- **Travel Nurse:** Temporarily works in various locations, filling in for staff shortages.
- **Telehealth Nurse:** Provides care and consultation to patients through telecommunication.
- **Occupational Health Nurse:** Focuses on employee health, managing workplace injuries and wellness programs.
- **Flight Nurse:** Offers critical care to patients during air transport in emergency settings.
- **Hospice Nurse:** Provides end-of-life care for terminally ill patients, focusing on comfort and quality of life.
- **Correctional Facility Nurse:** Provides care to incarcerated individuals, addressing a wide range of health issues.
- **Night Nurse/ Night nanny:** A position where you care for a baby during the night while the parents are sleeping. Generally used during the first few weeks of life or newborn stage and does not always have to be an RN, although this can be helpful with babies requiring medical care.
- **Private, In-Home Nurse:** Provides one-on-one care to patients in private residences, often focusing on long-term care needs.
- **Clinical Transplant Coordinator:** Manages patients pre- and post-transplant, ensuring compliance with protocols
- **Public Health Nurse:** Works in community settings, promoting health education and preventive care.

[BACK TO CAREER MAP](#)

# LEADERSHIP AND POLICY

- **Nurse Administrator:** Manages nursing staff and operations in healthcare facilities.
- **Nurse Policy Analyst:** Works on healthcare policies at government or organizational levels to improve patient care.
- **Health Policy Nurse:** Influences health policies through advocacy and analysis, impacting large populations.
- **Nurse Lobbyist:** Advocates for healthcare reforms at the legislative level.
- **Nurse Consultant:** Provides expert advice to healthcare organizations on improving clinical practices.
- **Quality Nurse:** Focuses on quality improvement within healthcare organizations, enhancing patient outcomes.
- **Chief Nursing Officer (CNO):** Oversees the entire nursing staff within an organization, ensuring high-quality patient care while contributing to overall hospital strategy and leadership decisions.
- **Director of Clinical Operations:** Manages and directs clinical operations, focusing on improving patient care processes and ensuring compliance with healthcare regulations.
- **Public Health Director:** Leads public health departments or initiatives, creating and implementing health programs and policies to improve community health and prevent disease.



# TECHNOLOGY AND INFORMATICS

- **Nurse Informatics Specialist:** Bridges clinical practice and IT, implementing and optimizing electronic health records and other healthcare tech.
- **Clinical Research Nurse:** Manages clinical trials, ensuring patient safety and adherence to protocols while advancing medical science.
- **Nurse Data Analyst:** Nurses who specialize in analyzing healthcare data to improve patient outcomes, resource allocation, and clinical operations.
- **Clinical Systems Analyst:** Responsible for implementing, maintaining, and optimizing electronic health record (EHR) systems and other clinical technology platforms.
- **Telehealth Nurse Coordinator:** Manages and coordinates telehealth programs, facilitating remote patient care via video calls, messaging systems, and monitoring devices.
- **Healthcare App Developer:** Nurses who collaborate with tech teams to design, test, and optimize apps focused on patient care, wellness, or healthcare delivery.
- **Nurse Automation Specialist:** Works on integrating robotic process automation (RPA) into clinical settings to enhance workflow efficiency and reduce manual tasks.
- **AI Integration Nurse Specialist:** Helps introduce and manage AI-based tools for diagnostics, predictive analytics, and treatment recommendations in clinical settings.
- **Health IT Trainer:** Teaches healthcare staff how to use new software, systems, and technology in a clinical setting, ensuring smooth transitions and system usage.
- **Biomedical Equipment Specialist:** Works closely with clinical engineers to oversee and manage the use and maintenance of advanced medical equipment.
- **Nurse Cybersecurity Consultant:** Provides expertise in safeguarding patient data and ensuring healthcare systems adhere to cybersecurity best practices.
- **Virtual Reality (VR) Health Specialist:** Works on implementing VR technology for nursing education or therapy programs for patients, particularly in pain management or rehabilitation.

[BACK TO CAREER MAP](#)

# BUSINESS AND ENTREPRENEURSHIP

- **Nurse Entrepreneur:** Creates businesses in healthcare-related fields, such as wellness clinics or home care agencies.
- **Pharmaceutical Sales Representative:** Uses clinical knowledge to educate healthcare providers on new medications or treatments for pharmaceutical companies.
- **Medical Supply Representative:** This role involves using nursing expertise to sell and promote medical products, focusing on building relationships with healthcare facilities to meet supply needs.
- **Surgical Product Specialist Nurse:** Operating in a sales capacity for surgical supplies, this role emphasizes in-person support and expert guidance in the OR, blending nursing and product expertise for real-time surgical solutions.
- **Nurse Health Coach:** Provides wellness coaching by creating personalized plans to help clients meet their health goals.
- **Content creator:** Utilizes social media platforms to gain an audience and share knowledge or humor.
- **Consulting Nurse for Startups:** Works with healthcare startups to offer clinical insights during product development and implementation stages.
- **Home Care Agency Owner:** Manages a home healthcare service, employing nurses and caregivers to provide in-home patient care while overseeing business operations.
- **Travel nurse agency owner:** works with hospitals and clinics to staff nurses when there is a shortage at the facility.

# CONSULTING AND ADVISORY

- **Legal Nurse Consultant:** Assists in legal cases involving healthcare, providing expert testimony or case analysis.
- **Clinical Consultant:** Offers clinical expertise to organizations, helping to streamline processes or improve care. May be used in pharmacy pillars of health plan companies.
- **Health Benefits Consultant:** Advises companies on structuring employee health benefits to improve well-being and productivity.
- **Clinical Educator:** Trains healthcare staff or patients, specializing in education about certain treatments or care.
- **Occupational Health Consultant:** Advises businesses on employee health and safety practices.
- **Nurse Business Consultant:** Advises healthcare organizations on business strategy, process improvement, and cost-effective practices using clinical expertise.
- **Risk Management Consultant:** Assesses and advises healthcare facilities on ways to minimize clinical risks, improve patient safety, and manage potential liabilities.
- **Healthcare Compliance Consultant:** Advises healthcare organizations on regulations and compliance issues to ensure adherence to industry standards and avoid legal risks.
- **Nurse Auditor:** reviews medical records and billing information to ensure accuracy, compliance with regulations, and proper documentation, often identifying areas for improvement in clinical and financial processes.

# RESEARCH AND INNOVATION

- **Clinical research nurse:** Conducts scientific studies to advance healthcare and nursing practices.
- **Process Improvement Nurse:** Focuses on identifying inefficiencies and implementing process improvements within healthcare organizations to enhance patient care quality and operational efficiency.
- **Clinical Trial Manager:** Oversees the implementation and coordination of clinical trials, ensuring compliance with protocols and ethical standards in the testing of new treatments or medications.
- **Regulatory Affairs Nurse Specialist:** Works with regulatory bodies to ensure that clinical trials, medical devices, and pharmaceuticals meet legal and safety standards, guiding healthcare companies through the approval processes.
- **Nurse Data Analyst:** Analyzes healthcare data to identify trends, outcomes, and areas of improvement in patient care, often using data to inform future healthcare decisions and innovations.
- **Product Development Nurse:** Collaborates with medical device or pharmaceutical companies to offer nursing insight into the design, testing, and development of new healthcare products and technologies.
- **Nurse Innovator:** Specializes in creating or developing new healthcare solutions, such as medical technologies or patient care models, to solve emerging problems in the healthcare industry.
- **Nurse Clinical Informatics Specialist:** Focuses on improving healthcare delivery systems by implementing and refining electronic health records (EHR) and other digital tools, working closely with IT teams.
- **Healthcare Policy Researcher:** Investigates and analyzes healthcare policies and their impact on patient care, aiming to influence policy changes and improve healthcare systems on a large scale.
- **Clinical Nurse Advisor (healthcare tech startup):** provides clinical expertise to support product development, ensuring that healthcare technologies are aligned with real-world clinical practices and patient needs. They may also assist with user training, offer feedback on product usability, and help guide the startup in adhering to healthcare regulations and best practices.

[BACK TO CAREER MAP](#)

# MISCELLANEOUS AND ADVANCED PRACTICE

- **Patient Advocate:** Works to ensure that patients receive appropriate care and support throughout their healthcare journey.
- **BLS Instructor:** Teaches Basic Life Support skills to healthcare providers or the general public.
- **School nurse:** provides healthcare to students and staff, manages chronic conditions and triages acute conditions, and promotes health education in an educational setting.
- **Camp Nurse:** offers healthcare services, including first aid and medication administration, to campers and staff in outdoor camp environments.
- **Campus health clinic nurse:** Provides healthcare services to college students and staff, addressing acute illnesses, preventive care, and promoting overall wellness on a college or university campus.
- **Medical Science Liaison (MSL):** Educates healthcare providers about new medical treatments or devices, often working for pharmaceutical or biotech companies. (this is highly competitive and often advanced degree is required)
- **Nurse Practitioner (yearly wellness visits):** Provides yearly wellness visits in patients' homes, often for elderly or chronically ill individuals. Often hired by health plans for contract or salary roles.

# **APPENDIX B:**

# **PRINTABLE WORKBOOK**