

The Nurse Becoming Podcast #102 - How to Find an NP Job as a...

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SPEAKERS

Nurse Clara, Amanda Guarniere

A Amanda Guarniere

I have to tell you that you're the series you did over the weekend, the Sunday confessions was like the highlight of my weekend reading notes. I just, I just love your people, they just send you so much gold.

N Nurse Clara 00:45

I know, it's always so surprising how much people trust me. Like, I, I know your name. Like I can see your profile. You're like telling me all these details of your lie. But it's really fun. It's always super intense. And honestly, it gets like more and more intense, the more often I do it, which is crazy. Yeah. Yeah. Thanks for following along. And I'm so excited today to talk about how to navigate the NP job search, right. And that's something that you are super passionate about Amanda, and you help nurse practitioners find land and fall in love with and stay in love with their NP jobs. And obviously, I recommend your profile and your resources to like everyone I know. Because they're so good. And they're one of a kind. And so tell us a little about you, Amanda, what your background is in terms of like your professional life and what The Resume RX is all about.

A Amanda Guarniere

Yeah, I appreciate it. I just, I am super passionate about this area, and particularly going live with you is so fun, because I've been following you for a while since you started your RN job. And now, you know you're transitioning to NP world, which is so super exciting. But briefly a little bit about me I've been an NP for 10 years now I feel like I'm old.

N Nurse Clara 02:07

No, you're wise.

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Amanda Guarniere

Yes, I'm wise. Exactly. I am wise. And so for the past three years, I've been in business for myself with this platform, helping other nurses and NPs navigate the professional stuff that we never really learned about in school. And a big, big portion of that, particularly for NPs is this kind of transition to practice period. So that period where you're looking for a job, and you need to know how to do that, because it's different than from when you were an RN, and then also actually transitioning to the role, getting comfortable, what things need to look like how you can set yourself up for success, how to avoid burnout, all those things, so that, you know, we can be stronger professionals, stronger and happier people and advocate for what we deserve and want in the workplace. So that's really, you know, the the area that I've carved out for myself, and it's so fun using social media to reach people where they're at, because it's just like a nice accessible way for me to help educate, which is not stuffy, right? Like I'm not necessarily teaching in a program, and it's not super formal. It's a much more fun way to connect with people.

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Nurse Clara 03:18

Yeah, absolutely. I think social media has helped us really like transform the way we market ourselves and like create like this personal brand, but also like connect professionally like. And that's what we're really excited to talk about today. Not only just adopt job search, but also promoting the NP society, which is, I think, such an amazing thing. And I'm so honored to be a member as an affiliate. So you there's about 250 members so far, is that correct?

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Amanda Guarniere

Yes. Yes. So this is, yeah, it's a great group. Yes, NPs and NP students, we've been around for a little less than a year. And it's really, it's really kind of like my labor of love. I just one of my core values is community and also connection. And so this is really my opportunity to bring people together who can really benefit from kind of being in the same virtual room, so to speak.

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Nurse Clara 04:13

Right. I mean, and virtual is the highlight of thriving in the past in the season. Oh, man. And so I'm so excited to also take part in the four monthly sessions. I like the virtual sessions where we can, you know, talk about self care, also find mentors and have mentorships and be mentors as well. And I just love what you're doing. And so yeah, I think we have a lot of NP students and maybe fresh NPs like myself. So I'd love to ask you, how does one even start with NP job search? For me, like a personal experience that I had was that you know, it's so different from graduating as a registered nurse and like getting my bachelor's or some people have their associate's degree. Because typically, before we graduate, we are applying to jobs. And sometimes a lot of us land jobs and kind of graduate knowing where we're going to be. But I

feel like for nurse practitioners, some people have weeks some people have months, some people even have years in between graduation boards and then finding their dream job. So how do you even start, like, when is the right time to even start doing that?

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Amanda Guarniere

Yeah, so I think that it's never too early to start thinking about the process, I gave a guest lecture last night, to the NYU graduate students who are in their first year of their NP program. And this was something that I that came up a lot, you know, even though they're first year NP students, it's not too soon, to start thinking about what you want after graduation. Now you don't have to go out and start applying for jobs or even take anything too seriously. But just kind of being aware of what you like, what you don't like when it comes to the professional side of things, but also the personal side of things. You've probably had, you know, years of experience as a nurse and maybe you know, by now that you really don't like nights or you really enjoy nights are you really, you know, enjoying weekends or are you like working three days a week versus five days a week, like, the personal side of things which are so so important to your overall happiness. So really getting curious about that and getting comfortable with exploring those things is a great first place to start and, and on the professional side of things. Really, when you start your clinical rotations is a is a great time for you to kind of clue into what type of NP you want to be after you graduate. And, you know, when you're in school, of course, we choose specialties, right? But depending on what those specialties are, for example, you know, if you're an FNP, it's so broad, you have so many options after graduation. So you can figure out okay, do I want to start in primary care very broad? Or do I have another interest that I want to pursue? So I think that's really like, the pre work, right? That is really good to do. And then usually when you're in your final year or final semester, is when you can start to take things a little bit more seriously in terms of putting some plans in place. And we can talk more about what that looks like do.

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Nurse Clara 07:15

Yeah, absolutely. Yeah. And one major tip that I like to give everyone, even though I'm going through the process myself, something I've learned is how important it is to really make connections and just like just these relationships, right, not just to get a job, and not just to whatever but because you know, when you grow professionally, you need to have this network for like referrals. And definitely, these friendships have kind of like, you know, when you're working in the hospital, your fellow nurses kind of like get what you're going through. And it's like something that you can't find and like your personal friendships. So I think it's really important. And also, I found so many great mentors in my clinical instructors, and they give me so much advice and advocate for me throughout this process. And so I think that's a really great piece of advice, really just get everything out of your clinical rotations. And I know something you talk about often is reverse... What is it called reverse engineering the job search? Yeah. Can you give us a little glimpse of what that is? I don't want you to like, give too much of yourself away...

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Amanda Guarniere

That's okay, No noo, I'm happy to!

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Nurse Clara 08:17

Yeah, it's such a unique perspective.

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Amanda Guarniere

So really, what I like to say not to do is to not rely on online job boards as your only job search strategy. And, and there's reason for that, you know, online positions, online postings are very competitive. It's what the majority of people are doing. Not all jobs, make it to an online job posting. And most of the jobs are filled by referral or word of mouth anyway. So if that's your only thing, then you really reduce those chances of getting a job because it's more competitive. Now, reverse engineering is a process where, you know, the first thing where I said, getting clear about what type of professional priorities and personal priorities you have, that's really the first step is imagining, okay, what type of role will I be happy in and mapping that out for yourself, and then that's what you take to figure out or look for opportunities, not necessarily job postings, but organizations, clinics, institutions, places that would employ someone with that kind of mapped out dream job that you've come up with. So that's really the first step is like, Oh, this, someone who's really interested in women's health who wants to work a nine to five office job. Well, that would be OB GYN clinics, right. So that's just an example. So then rather than going to indeed.com and searching for nurse practitioner OBGYN in your town, you would instead go to something like Google Maps or Google and search for places and then start reaching out directly to those places. To disregard whether or not they're, you know, actively hiring, you want to start kind of cold outreaching to them and making connections there and inquiring about opportunities that way.

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Nurse Clara 10:11

That is super helpful to know. And I feel like, you know, we're not taught that in school, we're not taught to, like, do these cold calls, what would be a professional way to do that, for someone who is trying to make connections, we're not, you know, try to bother the, the flow of the clinic or, you know, annoy the office manager or whatever?

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Amanda Guarniere

Right. So I actually think emails, the best way to start with that, because, you know, it gives the person permission to respond on their own time, you know, you're basically asking consent to move forward with the conversation. And that's usually, you know, for me, I much prefer writing emails than being on the phone, because I like to think out what I want to say and you know, type things out and proofread, as opposed to getting a little bit nervous about what I'm going to say on the phone. And it also gives you a paper trail and gives you an opportunity to, to follow up. So I think writing an email is the best way to start. And you would make it kind of like a cover letter, but a little bit less formal, you want to make sure that it's really clear that you're reaching out to them directly. So one time I reached out to a clinic that I really wanted to work at, it was a fertility practice, I've got a background in women's health. And in the email, I said, you know, I've been I'm new to the area, I've been looking for places to work, I'm really impressed by your clinic. In parentheses, I wrote, I read your results on or I read your reviews

on Google, you know, and I just pointed out like, how impressed they were, I was by their practice. And I got a response within a couple hours with an invitation to talk with the office manager. So you know, making those little connections are kind of like personal touches can go a long way. But to answer your question, email is a great place to start and then coming up with a follow up plan so that if your email goes unanswered, you've reminded yourself to follow up within a week or so.

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Nurse Clara 12:02

Okay, so you would say the follow up time period, like a professional time period, is about a week or so is that correct?

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Amanda Guarniere

I would say so I like to give people the benefit of the doubt, you know, people are, are busy and you know, the flow of a clinic, I feel like works in in weeks, right? Like it takes a week to get through all the standard meetings that might happen, right. So if you email the office manager, they might want to chat with their medical director before replying to you. And that rhythm might be a week long rhythm. So that's usually what I recommend is about a week or so after that first contact, if you don't hear back, you can just reply to your previous email and and gently say, you know, hey, just bumping this in your inbox. wanted to know if you're, if you're open to this conversation and see what happens there.

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Nurse Clara 12:49

Sure. What about like, if you find a job listing you love, like, oh, my gosh, this is the perfect job, I want this job. This is my dream job. It's 10 minutes from my house. The reviews are great, but you're a new grad. And it says two or three years of experience require? How does one go about that? Because a lot of us have many years of experience as bedside nurses or other nurses. Yet, we don't have this experience. But we're like, "Oh, my God, if you don't give me an experience, how am I gonna get any experience"?

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Amanda Guarniere

I know, it is such a conundrum. Right? So apply anyway, is is absolutely my advice. I have known many new grads who have been in this scenario that you described, and have gotten the job because they applied anyway. And they really went above and beyond to stand out, you know, they, they wrote a very personalized and personal cover letter, they had multiple touch points. So not only did they apply online, but maybe they also reached out to the recruiter or the office manager gently and said, you know, I just wanted to bring my application to your attention. I am, you know, this is the exact job I envisioned when I was in school, or whatever you want to say write as many touch points as possible, and including a follow up. So, you know, pay attention to if a job posting has a deadline, or if it's no longer posted, and they've taken it down. You know, you can follow up within a week or two and, and re express your interest or ask about an update on the hiring process.

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Nurse Clara 14:24

Yeah, and I feel like these online platforms are getting a lot more... They're becoming very helpful in terms of the job search. Like for example, I noticed on LinkedIn, when you look for jobs through LinkedIn, it tells you actively recruit recruiting and also like how many people have applied and I feel like that's so helpful because if you see that 30 people have applied and you might not have the exact requirements to meet that job. Opportunity. It kind of tells you okay, well let me like move this down my priority list and still look and also I I'm seeing when the jobs are posted, right sometimes, would you say it's a red flag for job posting has been live for, like 30 plus days or so? What? What do you say about that?

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Amanda Guarniere

Yeah, yeah, potentially, you know, usually that's someone who just like forgot to take it down, which says something about their, their organizational skills, or something, you know, if a place is understaffed, and they have multiple roles that they're hiring, I'm not necessarily going to hold that against them. But what's more of a red flag is if you see a job posted, and then it goes down, and then maybe a month later, it's posted again, like if you keep seeing it posted over and over, then that can tell you, you know, that they're unable to fill it for some reason, which is unlikely, or more likely, is that they have really high turnover.

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Nurse Clara 15:47

Got it. And I know, you also provide a lot of interview tips and advice, and I've actually used a lot of them myself, I messaged you specifically about a virtual interview that I had. I mean, during this time, I feel like a lot of people are having virtual interviews, kind of similar to this situation, right? I'm wearing sweatpants, and you wouldn't even know. Any tips for this specific season where you know, people might not be hiring as much because of COVID? Or we're less likely to be able to go into an office physically and hand out our resume because of COVID? Or with like virtual interviews? What are some general tips that you might have for someone going through this process?

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Amanda Guarniere

Yeah, definitely. So I think, you know, if you're in a situation where a clinic is not doing anything in person, or it's a situation where maybe you would normally drop by, but you're not really comfortable doing so you know, don't be afraid to get creative. You could, if you're in email conversation with someone or even if you're cold emailing, you could send a video, you know, you could record yourself and introduce yourself, send a two minute video, along with the text of of your letter, you know, don't be afraid to think outside of the box here. And in terms of virtual interviews, I don't mind them, you know, I feel like you can be a little bit more prepared. Like, you can have a few tricks up your sleeve in virtual interviews. So like, you want to set your space up physically so that it's not distracting, of course, you want to face a light source. But what I like to do is, so here's a good example, like, I like to have my computer, I don't know if you can see it. So I have my computer. And obviously, I'm going to be probably talking to my computer camera. But on my screen, I can have up whatever I want. Right, so I'm going to pull up my resume, I'm going to pull up the website and maybe like the mission statement of the

place that I'm interviewing at, I'm going to keep up a Notes app or a list of my questions, which can be really, really helpful. And then the one thing that I think, is a really nice tip that not enough people do in virtual correspondence is rather than looking at the person, so rather than looking at the screen, look at the actual camera, right? So if I'm trying to do it during this interview, so if you notice, like, I'm not actually looking right at you, Claire, I'm actually looking at my phone camera. And what it does is it creates more eye contact with whoever is watching. Right. So if I were to look so this is me looking at my face and your face. And now this is me, looking at the actual camera, like right, can you see how that small shift can just connect you a little bit better. And so I think that's a really powerful tip to use for virtual interviewing that not a lot of people are, are thinking about and it can make up for the fact that you're not physically in the same room with someone.

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Nurse Clara 18:45

Those are great tips. Because in my mind when I go into a physical interview, I know that I want to look put together presentable make a good first impression because a lot of interviewers make their decision and the first... I read a number somewhere... like the first 15 minutes or something, right? So it's like that handshake, the smile, the eye contact the energy, right, but sometimes virtually can get lost, especially with technological issues. Like some people don't have offices set up in their room. But I think it was a great tip. I never even thought about looking directly in the camera.

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Amanda Guarniere

Yeah, it's something that I've been trying to practice a lot. I think it makes a big difference.

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Nurse Clara 19:24

Yeah, I love all the tips you share on your page. And I'm so excited to learn more through The NP Society as well. So the promotion is still going on. Is that correct?

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Amanda Guarniere

Yes, the promotion is going on until Friday at midnight. And what the promotion is, is you can join us for \$37/month or when you join as an annual member you get four months free, which usually it's only two months free, but during this period, we're giving you an extra bonus two months plus some goodies in the mail.

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Nurse Clara 19:54

I love that. And I've already looked through and I saw you know case studies and the ability to just have conversations with other practitioners who are in different specialties. And also for someone who is joining the NP career and, you know, are unsure of where they're working, I love that they're able to get a glimpse of what people's everyday looks like what their

specialties look like. I think it's such an amazing platform for nurse practitioners and nurse practitioner students. And I think you mentioned that it's kind of geared toward NPs in their first year practice, is that correct?

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Amanda Guarniere

So The NP Society itself is for everyone, we definitely lean we lean towards, you know, newer in career in terms of our membership card. But what we didn't talk about yet on this live is that we're also enrolling for The NP Society Mentorship Program, which is a 12 week experienced a group mentorship program. And we've got, I think, 17 spots available, remaining for that. And that's a 12 week group mentoring experience with three of our NP Society Mentors. And that's really a role transition type of experience that's geared towards NPs in their first year of practice. So for someone who needs more help more kind of one on one and group guidance in the actual role transition, that is the program for them for sure.

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Nurse Clara 21:18

Oh, I absolutely love that, I think I will definitely need that. I feel like you know, especially on social media, too, there's so much support for student to registered nurse transition, like how to even think like a nurse, and critically what orders even mean things like that. But in terms of RN to NP transition, I feel like there's so many there's little, there's limited resources. So I'm really excited to, you know, take use of it myself, but also share with my community, as I am gonna share some exciting news too. I just accepted a gynecology nurse practitioner position. And I'm so excited. Yeah, and I did exactly what you recommend, there are jobs right under your nose, and you don't even realize it. And it's just about making those connections, especially in clinicals. I mean, it's basically like a working interview, right? Every totally in every procedure that you shadow, every patient visit that you are in with your preceptor. They're seeing how you connect with patients, and, you know, talk to them and interpret labs and all these things. And so I'm really excited. I'm really excited to utilize NP Society and possibly the mentorship. That transition I'm kind of nervous about, but I'm also so glad that I have resources like your page, and many other nurse practitioners on Instagram to learn from!

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Amanda Guarniere

Thank you. I'm so excited for you congratulating you. And you know, you hit the nail on the head in terms of, you know, clinical sites, being working interviews, some of the kind of happiest new grad NPs that I've met have been ones that had great clinicals that they turned into job opportunities after graduation. So many, many congratulations to you.

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Nurse Clara 23:03

Thank you. I'm so excited. And thank you so much for joining this live with me. I hope everyone who watched can learn, I mean, has learned at least one thing, I feel like you've shared so many gems, but of course, Amanda, you are doing amazing things. And I'm so honored to be in a journey with you and tell the people where we can find you.

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Amanda Guarniere

Yes. So if you're watching live, you can actually just click on my click on my name and follow me over @TheResumeRX here on Instagram. That's where you can find me on all pages. And my website is theresumerx.com And I hope to connect with you all. Thank you so much for attending. I'm excited to support you.

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Nurse Clara 23:42

And I feel like you're always doing other lives too. And I love tuning into those. Yeah, thank you for everything that you do. You're amazing at what you do. My pleasure.

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Amanda Guarniere

Thank you so much for having me, Claire. It was so nice to finally talk to you face to face!

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Nurse Clara 23:56

I know right. Well, thank you. I hope all of you have a great day. Let's talk soon ok?

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Amanda Guarniere

Okay, okay, sounds good.

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Nurse Clara 24:04

All right. Bye!