**Maxim Healthcare Services**

**Homecare Novice Nurse Program**

Maxim Healthcare Services is currently seeking new grad RNs and LVNs with less than one year experience to be considered for our extensive accredited Novice Nurse Program. This program is a full time position designed to provide a full year of hands-on experience with pediatric and adult patients with a variety of acuities to new nurses in the homecare environment. Nurses will be able to work with experienced in-home nurses to receive real-time feedback and ensure a comprehensive level of care for our patients.

The Novice Nurse program is a yearlong training program to facilitate your successful transition into professional nursing practice. The program includes orientation, didactic training, specialized classes, and extensive hands-on enteral feed, tracheostomy, and ventilator training in the home with a mentor.

**The Novice Nurse Program is a full-time employment opportunity that requires your one-year commitment. To be selected, the candidate must be able to commit a full year to the program with at least 32 hours a week. Flexible availability to train/work days, afternoons, PMs or NOC shifts is required. Candidate must also be willing to commute.**

**Responsibilities:**

* Utilizes the nursing process to assess, plan, implement and evaluate patient care.
* Performs focused interview to identify specific patient needs.
* Assess signs and symptoms indicating physiologic and psychosocial changes in the patient’s condition.
* Collects, analyzes, and interprets data and information from health care members and documents actual and/or potential nursing diagnoses.

**Qualifications and Required Documents:**

* Current California RN or LVN license
* Current Health Certificate (If available)
* Current PPD or Chest X-Ray. (If available)
* Current CPR or BLS card
* Official Transcripts (must be from an accredited nursing program)
* 2 Letters of Recommendation
* Proof of eligibility to work in the United States
* No RN or LVN work experience required

**We Offer:**

* Full time and part time benefits, sick pay, paid holidays, 401K, weekly paychecks, flexible scheduling, on-site training, continuing education credits

**Maxim Healthcare Services**   
Office: (760) 438-0078 / Fax: (877) 839-6751 2141 Palomar Airport Road, Suite 350   
Carlsbad, CA 92011