

Imagine your nursing career







Our mission

Honor those we serve by delivering the best possible care



Our vision

Build a legacy of superior health by listening to and caring for those we serve



Our values

Creativity

We seek to discover and promote innovative ideas and the unique talents of each team member to bring value to our community.

Caring

We listen with empathy and appreciation and respond with kindness and compassion.

Honesty

We own our actions and practice the highest ethical standards with transparency and fair behaviors.

Respect

We appreciate the strengths of our community and practice true collaboration and skilled communication in everything we do.

Faith

We nurture the mind, body and spirit of each individual to inspire hope and improve the health and well-being of our community.

Quality

We work as a team to bring best practices, advanced technology, and experiences to provide the highest-quality care. We devote ourselves to continuous improvement, service excellence, and a zero-harm environment.

About us

Ballad Health is an integrated healthcare delivery system serving 29 counties of Northeast Tennessee, Southwest Virginia, Northwestern North Carolina and Southeastern Kentucky. Our system was created in 2018 to improve the health of people in these regions, and we have committed investments totaling \$308 million over 10 years to preserve access, expand health research and graduate medical education and address some of the region's most pressing health issues.

21 hospitals

Tennessee

Bristol Regional Medical Center
Franklin Woods Community Hospital
Greeneville Community Hospital
Hancock County Hospital
Hawkins County Memorial Hospital
Holston Valley Medical Center
Indian Path Community Hospital
Johnson City Medical Center
Johnson County Community Hospital
Niswonger Children's Hospital
Sycamore Shoals Hospital
Unicoi County Hospital
Woodridge Hospital

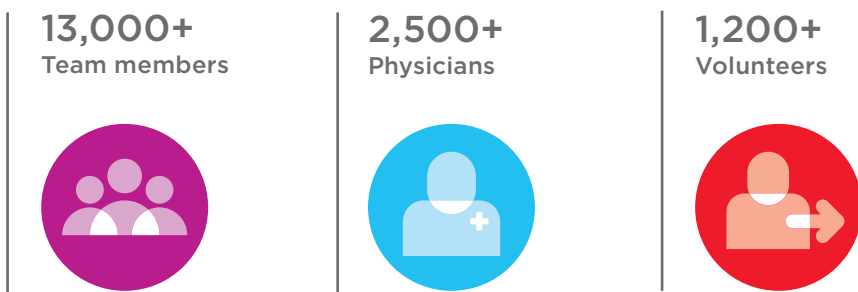
Virginia

Dickenson Community Hospital
Johnston Memorial Hospital
Lee County Community Hospital
• (coming/opening soon)
Lonesome Pine Hospital
Mountain View Regional Hospital
Norton Community Hospital
Russell County Hospital
Smyth County Community Hospital

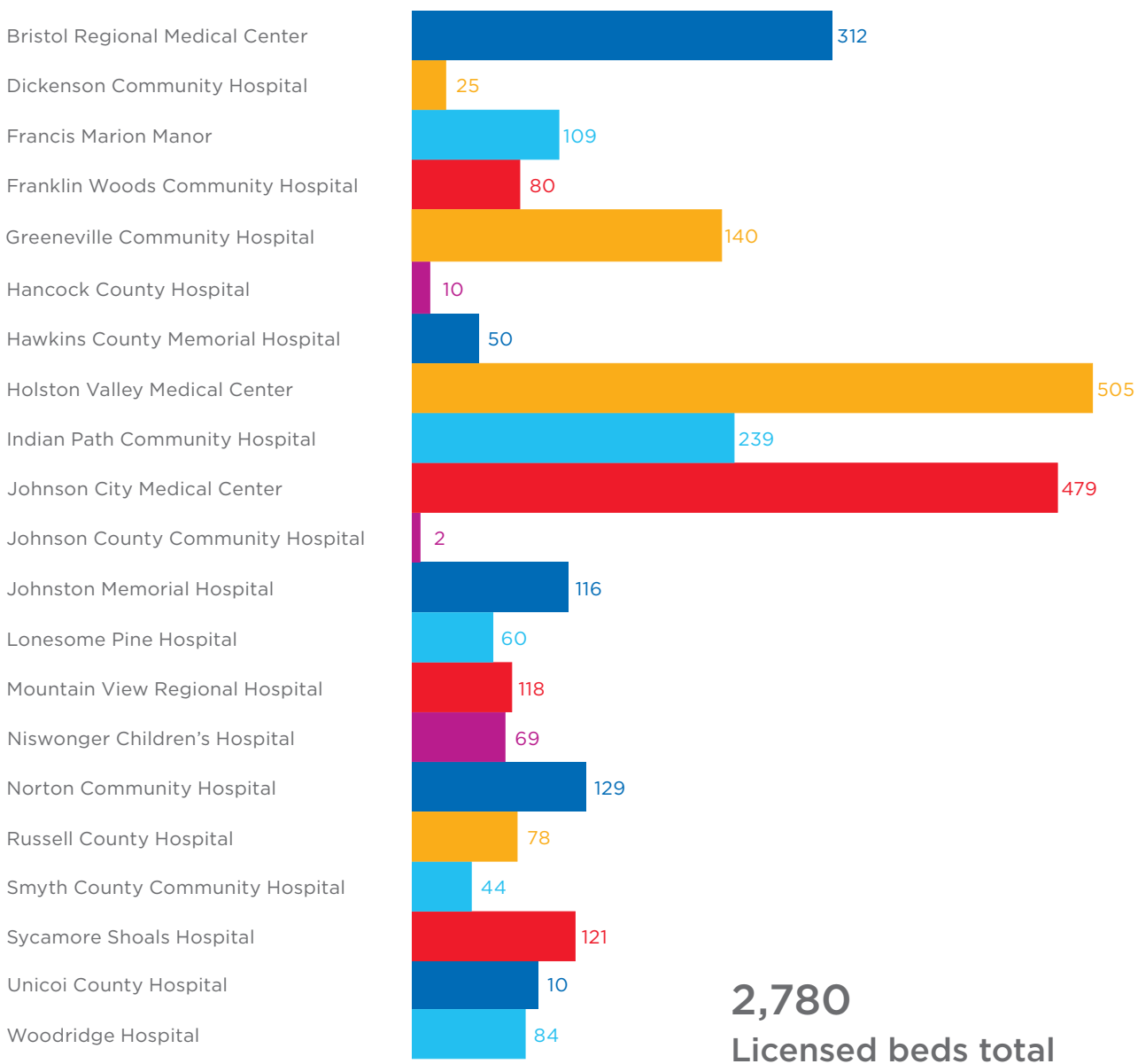


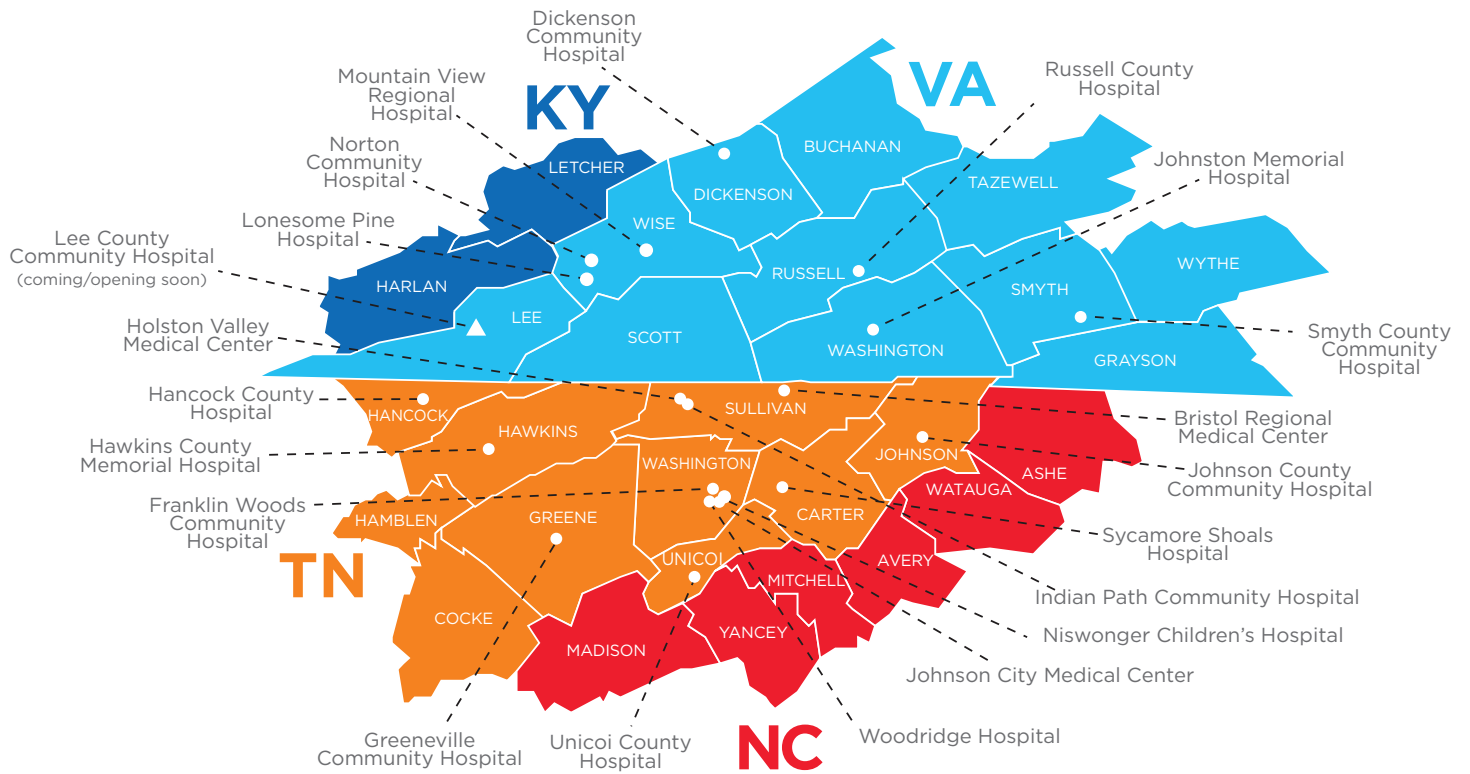
Ballad Health operates a family of 21 hospitals in Northeast Tennessee and Southwest Virginia, including a dedicated children's hospital, several community hospitals, three critical access hospitals, a behavioral health hospital, an addiction treatment facility, long-term care facilities, home care and hospice services, retail pharmacies, outpatient services and a comprehensive medical management corporation.

Team members, physicians and volunteers



Ballad Health licensed facility beds





Our service area

Ballad Health serves a 29-county service area across four states, including Northeast Tennessee and Southwest Virginia, as well as parts of Kentucky and North Carolina. Ninety-eight percent of patients originate from the primary service area, with the remaining 2% coming from outside that area.



Bristol Regional Medical Center

Bristol, Tenn.

- 24/7 emergency department and cardiac cath labs
- Cardiac surgery, neuroscience and orthopedics
- Deborah H. Quillen Birthing Center, including pediatric services
- J.D. Nicewonder Family Pediatric Emergency Department
- J.D. and Lorraine Nicewonder Cancer Center
- Robotic and minimally-invasive surgery
- Level II trauma center



Dickenson Community Hospital

Clintwood, Va.

- 24/7 emergency department
- Adult geropsych
- Comprehensive laboratory services
- Radiology services
- Respiratory services



Franklin Woods Community Hospital

Johnson City, Tenn.

- 24/7 emergency department
- 80 licensed beds
- Minimally-invasive colorectal surgery center of excellence
- Perinatal center of excellence
- Robotic surgery



Greeneville Community Hospital

Greeneville, Tenn.

- 24/7 emergency department
- Family Birth Center
- ICU and PCU
- Med/surg
- Radiology
- Surgery



Hancock County Hospital

Sneedville, Tenn.

- 24/7 emergency department
- Diagnostic imaging
- Intensive outpatient geropsych program
- Laboratory services
- Physical therapy services
- Rural health clinic



Hawkins County Memorial Hospital

Rogersville, Tenn.

- 24/7 emergency department
- Cardiovascular
- Diagnostic imaging
- Outpatient gastroenterology services
- Physical therapy
- Sleep medicine
- Spine and rehab



Holston Valley Medical Center

Kingsport, Tenn.

- 24/7 emergency department
- Accredited centers for comprehensive breast care, primary stroke care and others
- Diagnostic and navigational outpatient care
- Inpatient and outpatient therapy services
- Level III trauma program
- Nationally recognized cardiovascular program
- Oncology and hospice care
- Robotic and minimally invasive surgery
- Palliative care



Indian Path Community Hospital

Kingsport, Tenn.

- 24/7 emergency department
- Accredited sleep evaluation center
- Family birth center
- General and laparoscopic surgical services
- Imaging services
- Inpatient and outpatient therapy services
- Pediatrics
- Regional cancer center
- Transitional care unit



Johnson City Medical Center

Johnson City, Tenn.

- 24/7 emergency department
- Level I trauma center
- Orthopedic and neuro-surgical services
- Regional Cancer Center
- Shirley Palmer Family Birth Center
- Vascular, peripheral artery and heart care



Johnson County Community Hospital

Mountain City, Tenn.

- 24/7 emergency department
- Inpatient care
- MRI, CT, mammography, nuclear studies and diagnostic services
- Outpatient lab services
- Physical therapy with cardiac rehab
- Specialty clinics



Johnston Memorial Hospital

Abingdon, Va.

- 24/7 emergency department and interventional cath lab
- Critical care services
- Diagnostic imaging
- Dialysis
- Family Birth Center
- Palliative care
- Regional Cancer Center
- Sleep center and diagnostic sleep lab
- Surgical services



Lonesome Pine Hospital

Big Stone Gap, Va.

- 24/7 emergency department
- Acuity-adjustable unit
- Physical therapy
- Radiology
- Wound care



Mountain View Regional Hospital

Norton, Va.

- Long-term care
- Radiology
- Skilled nursing care



Niswonger Children's Hospital

Johnson City, Tenn.

- Children's emergency department
- Home of the St. Jude Tri-Cities Affiliate Clinic
- Inter-facility transport ambulance and support team
- Neonatal and pediatric intensive care units
- Pediatric orthopedic clinic
- Pediatric surgery suites



Norton Community Hospital

Norton, Va.

- 24/7 emergency department
- Family birthing center
- Hyperbaric therapy
- ICU/medical-surgical care
- Inpatient rehabilitation
- Regional cancer center
- Surgical services
- Wanda Wampler Center for women's health



Russell County Hospital

Lebanon, Va.

- 24/7 emergency department
- Behavioral health
- Cardiac and pulmonary rehabilitation
- Diagnostic imaging
- General surgery
- Regional Cancer Center and infusion center



Smyth County Community Hospital

Marion, Va.

- 24/7 emergency department
- Francis Marion Manor (skilled and long-term care)
- Home care
- Inpatient rehabilitation unit
- Regional cancer center
- Surgical services (orthopedic, general, GI)



Sycamore Shoals Hospital

Elizabethton, Tenn.

- 24/7 emergency department
- Diagnostic imaging with digital mammography
- Geropsych inpatient services
- GI/endoscopy lab
- Inpatient and outpatient general surgery, orthopedic surgery and plastics
- Med-surg, ICU, PCU and chest pain units



Unicoi County Hospital

Erwin, Tenn.

- Ten-bed inpatient unit
- 24/7 emergency department
- Diagnostic imaging with digital mammography
- Rehabilitation services
- Respiratory services

Woodridge Hospital

Johnson City, Tenn.

- Adult psychiatric services
- Addiction/detox services
- Child/adolescent psychiatry services
- Geropsych services
- Intensive outpatient services

Be part of a world-class nursing team

Program goals

- Progress from graduate nurse to competent professional nurse (guided by individual needs)
- Develop effective decision-making skills related to clinical judgment and performance in accordance with Ballad Health standards
- Provide clinical leadership and support at the point of care
- Strengthen the commitment to Ballad Health nursing as a career choice
- Incorporate research-based evidence and patient-centered care principles into daily nursing practices
- Formulate an individual development plan as related to the clinical ladder
- Integrate into the Ballad Health culture as part of a world-class nursing team

Internships

Ballad Health has a wide variety of internship opportunities for students

Nurse Intern programs

- Ballad Health welcomes students to participate as nurse interns to gain experience and confidence.
- Nurse Intern programs allow students to participate in hands-on learning experiences under the guidance of registered nurses.

Nurse Intern I program

After the successful completion of the Foundations/Fundamentals of Nursing class, the nursing student may be hired as a Nurse Intern I. The role of the Nurse Intern I on the unit is similar to that of a Certified Nursing Assistant (CNA).

Nurse Intern I qualifications

Student qualifications include:

- Enrollment in a Bachelor of Science in Nursing (BSN) or Associate Degree in Nursing (ADN) program at an accredited school of nursing
- Successful completion of Foundations/Fundamentals of Nursing and 2.5 GPA
- Successful completion of American Heart Association (AHA) Basic Life Support course



Nurse Intern II program

The Nurse Intern II program is a seven-week program offered during the summer prior to graduation. It is designed to help the nursing student bridge the gap between theory and clinical practice. Students accepted into the Nurse Intern II program will earn an excellent salary while gaining valuable patient care knowledge and skills. The student will be under the direction of experienced nurses who have expertise in a variety of areas. The rotations through selected specialty areas will assist the student in identifying career options and experience needs.

Nurse Intern II qualifications

Student qualifications include:

- Ballad Health pre-hire assessment
- Enrollment in a BSN or ADN nursing program
- Expected graduation date within the next two semesters
- GPA of 2.75 or above preferred
- Interview with Nurse Intern II coordinator
- Online Statement of Interest form and essay
- Two letters of recommendation from nursing instructors

Selection is based on satisfactory references, GPA, successful completion of the Ballad Health pre-hire assessment and an interview. Also, students must demonstrate motivation and commitment to the profession of nursing and the Nurse Intern II program and express interest in employment with Ballad Health following graduation.

All new team members will attend Ballad Health orientation. The Nurse Intern II will work with an RN preceptor during clinical rotations. These rotations will consist of days, evenings and nights. Most shifts are 12 hours. Depending on the schedule of your preceptor, you might be required to work every other weekend.

To apply for the program, please visit balladhealth.org and complete the Statement of Interest form, including a short essay stating why you would like to participate in the program. After submitting, you will receive additional instructions concerning other program application requirements.

Nurse Intern III

After successful completion of the Nurse Intern II program, or two semesters from RN graduation, the student nurse has the option of seeking employment with Ballad Health. He or she may work as a Nurse Intern III until graduation. This role is similar to a certified nursing assistant.



Ballad Health supports our student nurses with resources

Registered nursing scholarship

To be eligible, the student must have been accepted into an accredited registered nurse program.

Money is granted to students to help pay for the cost of tuition and standard fees, less other scholarships and grants, with the agreement the student will work for Ballad Health upon graduation. Based on the amount of money the student receives, there is a forgiveness schedule:

- A. Less than \$5,000 received requires an 18-month work commitment to Ballad Health.
- B. \$5,000 to \$10,000 received requires a three-year work commitment to Ballad Health.
- C. \$10,000 or greater received requires a five-year work commitment to Ballad Health.

The service time starts when the student is a Ballad Health full-time team member and has obtained their RN license.

Applicants need:

- Application
- Schedule
- Transcript
- Tuition bill statement
- Two letters of reference

Please contact recruitment at 423.302.3258 or 423.302.3299 for more information.



Ballad Health Student Loan Assistance Program



This program is designed to provide assistance to employed new graduate registered nurses in the repayment of their student loans after graduation from nursing school.

There is a service agreement that starts when you are working full-time for Ballad Health, as well as having secured your RN license. The forgiveness schedule is listed below, which is dependent on the amount of money you receive in student loan assistance.

Forgiveness schedule

- A. Less than \$5,000 received requires an 18-month work commitment to Ballad Health.
- B. \$5,000 to less than \$10,000 received requires a three-year work commitment to Ballad Health.
- C. \$10,000 up to \$18,000 received requires a five-year work commitment to Ballad Health. The first three years must be in a bedside RN position.

Enter into clinical practice through our new graduate nurse program

Graduate nurse

Upon graduation, a graduate nurse may be hired as a Graduate Nurse, until he or she has successfully passed the National Council Licensure Examination (NCLEX). If the graduate nurse does not pass NCLEX-RN on the first attempt, he or she will remain a Graduate Nurse. If the second attempt is unsuccessful, he or she will be placed in a position appropriate to their qualifications.

Because we care about this exciting, yet anxious, time in a new nurse's life, all new Ballad Health nurses are guided into practice by participating in the STEP program.

Nurses will earn an excellent salary while gaining valuable Ballad Health standards of patient care knowledge and skills. New graduate nurses will work under the direction of an experienced clinical leader and preceptor with expertise in a variety of areas.

To learn more about new graduate nurses at Ballad Health, please visit balladhealth.org.

Educational opportunities - Successful Transition into Excellent Practice (STEP) nurse residency program

Why choose the Ballad Health nurse residency program?

- Ballad Health's nurse residency STEP program provides tools and resources to increase competence, confidence and critical thinking skills.
- Ballad Health is committed to investing in the success of graduate nurses.
- Ballad Health offers continued professional development opportunities, including certification reimbursement, tuition assistance and career development programs.
- Every graduate nurse is placed in the nurse residency program as part of the formal onboarding process.
- The mentoring component of the program provides support and facilitates professional relationships.
- The STEP program builds upon the knowledge and experience new graduates gain in the academic setting.

STEP nurse residency program details:

- All graduates participate in an eight-12 month (depending on specialty) evidence-based residency program.
- Classes consisting of evidenced-based content, simulation, hands-on activities and skill review.
- Seminars on professional growth and development.
- Specialty tracks available for med/surge, intensive care and emergency room. Additional tracks are in development.
- Trained preceptor assignments

STEP nurse residency application:

- There is no additional application required for the STEP program. Once you accept an RN position, you will be automatically enrolled.

Advancement opportunities

Certification pay

Professional certification is highly encouraged for clinical team members. Ballad Health provides the opportunity for nurses to earn additional pay through a certification differential for team members who achieve and maintain a national certification that aligns with the team member's primary clinical patient care role.

PACE (Professional Achievement of Clinical Excellence) program

Developed to recognize the value of the clinical bedside care provider, team members are eligible after one year in a full-time or part-time (0.6 FTE) position. There are three levels. For each level obtained, there is financial compensation.

Continuing education financial support

Once a team member has been full-time for one year or part-time for two years, they can apply for tuition reimbursement for furthering education.



Excellence is not claimed. It is earned.

The people of our community can feel confident they're getting award-winning medical care from Ballad Health. We are proud of the many national quality awards our hospitals have received, and we thank our team members and physicians for making this possible.

Find your calling at Ballad Health

Ballad Health provides market-competitive pay and benefits, flexible work schedules, a wide variety of development and growth opportunities and a challenging environment in which to advance your career. Whether you're looking for a small community setting or a larger urban environment, Ballad Health has opportunities for you. Our continuum of patient-centered care ranges from a rural, two-bed hospital to numerous community hospitals, physical rehabilitation and behavioral health hospitals, a children's hospital and a large, tertiary teaching hospital with a Level I trauma center. Let Ballad Health help you meet your career goals!



Bring the complete interview visit to you at balladhealth.org/careers

Visit our website to join our team

1. Visit balladhealth.org/careers.
2. View job listings.
3. Apply today.



It's your story. We're listening.

For more information, please call 423.302.3299
or visit balladhealth.org/careers

Human resources

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