Frequently Asked Questions

Am I guaranteed employment?

This year graduates will not be guaranteed employment. There will be a certain number of allotments per area based on the vacancy needs.

What is the recruitment process?

- All applicants must apply by November 20th, 2026
- Following the application a preliminary form will need to be complete
    - This form will include submitting three professional references
    - Language testing will be required at this stage if applicable
- Chosen applicants will complete a clinical interview with Talent and a clinical representative
- Successful applicants will receive an offer letter

What will be evaluated during the Clinical Interview?

Candidates will be evaluated on clinical knowledge, critical thinking, decision-making, professionalism and communication skills. This is your chance to show us why you are the Top Tier Talent Horizon is looking for!

What will my schedule look like?

This is based on the unit you will be assigned to and the Full Time Equivalency (FTE) of your position. There are multiple rotation options between the Permanent Part-Time and Full-Time rotations, including 12-hour and 8-hour shifts.

What is the current RNCA Pay Scale?

RNCA Compensation New Brunswick- as of November 1, 2026		
Step A	Graduate Nurse	$43.67
Step B	Base Rate	$45.49
Step C	1957 Hours	$47.32
Step D	3914 Hours	$49.17
Step E	5871 Hours	$51.17
Step F	7828 Hours	$53.18
Step G	9785 Hours	$55.32

Department Breakdowns

You will have the option to work in one of the three departments listed below. You will be working on the relief team of this department and will get the opportunity to work on multiple units, when possible.

- Seniors Health
- Surgery
- Family Medicine and Neurology

Will I be orientated on multiple units at once?

You will be orientated on one unit at a time, once the orientation is complete you will have an opportunity to be orientated on another unit within the department to allow for you to get more expose and support both units when applicable.

When am I eligible to move into a different position?

You are eligible to move into a different position after 6 months.

Am I a permanent employee if I am only in this position for one year?

Yes, you are a permanent employee, and you will be eligible for benefits and all perks that come with being a permanent employee.

Will I work with Talent to apply for my internal position?

You will work with your nurse manager in collaboration with nurse mentor coordinators and apply for positions internally on Horizons Internal Posting Board as you will be applying as an internal employee.

What happens if I do not find a position after one year?

You will be moved into a casual position.

Can I apply to a position outside of the three departments outlined?

All Graduates will be placed into a Surgery, Family Medicine and Neuro or Senior Health position for their first year.

LPN to RN (GN)

- If you are moving from an LPN to an RN (GN) position you will keep your seniority hours however as you are changing classifications, your hours will not be counted towards pay scale.
    - This is based on the Collective Bargaining Agreement but if you have further questions or concerns.

Am I allowed to join the program as a bridging (LPN to RN) student?

Absolutely! This program will still be a benefit even if you have been working as an LPN. Understanding that you can also apply to position within the network internally.

Will joining the program impact my seniority hours?

Your seniority hours that you accumulated as an LPN will not be impacted as this is a permanent full-time position for one year.

When should I apply for my GN license with NANB?

We suggest that you begin this process during your preceptorship and ensure you have completed it when you have completed your preceptorship. This will allow you to receive your license as quickly as possible after completion of your program.

Will an earlier application mean that I have a better chance of getting the position I want?

The earlier you apply the better! Application Deadline November 20th, 2026

What is the internal language test?

Internal Language testing is designed for all candidates applying to our organization, whose first/primary language is not English. You will be tested in all English competencies Oral, Writing and Reading. You will need to achieve B2.1 Advanced level to proceed with the recruitment process.

What if I have failed to achieve the desired score on the internal language test?

If you fail to achieve the necessary score or fail to show for your testing, you can retest at your expense by providing acceptable proof of language upgrading. New Brunswick Language Proficiency Evaluation

What is collective Agreement?

Registered Nurse (RN) or Licensed Practical Nurse (LPN) classifications are with NBNU Collective Agreement

The collective agreements outline the following:

- **Compensation:** Guidelines with salary increments, shift differential pay and overtime rates.
- **Benefits:** Details about health insurance, dental plans and other supplementary benefits.
- **Working Hours:** Specifications on standard working hours, shift schedules, and regulations for breaks and rest periods.
- **Leave Entitlements:** Provisions for different types of leave, including vacation leave, sick leave, maternity/paternity leave, and personal leave.
- **Job Security:** Clauses concerning job stability
- **Health and Safety:** Standards and measures to ensure safe and healthy working conditions.
- **Professional Development:** Opportunities and support for training, education, and skill development.
- **Dispute Resolution:** Mechanisms for resolving workplace grievances and conflicts between employees and employers, including mediation and arbitration procedures.

Checklist of the Onboarding requirements

- ☐ Accept Offer in the Onboarding Portal
- ☐ SIN (Social Insurance Number)
- ☐ WP/study permit (if applicable)
- ☐ Personal Information Form
- ☐ Direct Deposit information
- ☐ Proof of education or professional registration
- ☐ Confidentiality Declaration of Understanding
- ☐ CRC or CRC/VSC or Affidavit

Should you need any assistance in the onboarding process connect with

Onboarding@HorizonNB.ca

Where can I find information on the Canada Student Loan Forgiveness Program?

Canada Student Loan forgiveness for family doctors and nurses - Eligibility - Canada.ca

Who is best at answering my question?

Questions regarding the recruitment process

Talent Acquisition team NursingCareers@HorizonNB.ca

Questions regarding the onboarding portal or onboarding requirements

Onboarding Team Onboarding@HorizonNB.ca

Clinical questions or inquires about my orientation

Your Nurse Manager (Your nurse manager will reach out to you closer to your start date with information on orientation)