



CALL NEW BRUNSWICK HOME

Welcome to Horizon Health Network!

We are here to support you in advancing your career as a [Registered Nurse \(RN\)](#), where your success knows no bounds. Get ready to be inspired, challenged, and empowered. As you embark on the next steps of your nursing journey, let Horizon be your partner in achieving excellence!

What to expect:

1. Presentation of SNAP Program at University
2. Preliminary Interview with Campus Specialist
3. Your information will be presented to the clinical team in your geographical area of interest, and preferred start based on your graduation dates
4. [Offer Letter](#) will be sent to successful candidate.

We have attached a checklist to guide you on your pathway to employment with Horizon Health Network!

Should you have any further questions, email NursingCareers@HorizonNB.ca with the subject line: Graduate Nurse Candidate, and a member of our team will get back to you.



WHAT'S THE **BEST** THAT COULD HAPPEN?
ET SI C'ÉTAIT LA **BONNE** DÉCISION?

Final Year Checklist – Graduate Nurse

Use this checklist to align the expectations of Horizon’s hiring process.

SEPTEMBER 2026

Preparation of Application

- Prepare Resume and Clinical References
- Presentation to University
- Application to Horizon Health Network - **Deadline October 31st, 2026**

OCTOBER/NOVEMBER 2026

Preliminary Interview with Horizon Health Network

- “Preliminary Interview” call with our Talent Team
- Discuss area of interest and provide departmental preferences based on program options: **Surgery, Family Medicine and Neuro, and Senior Health**

NOVEMBER/DECEMBER 2026

Internal Matching Process

Horizon will take this time to match you with opportunities across our Network, in consideration to your area of choice. Should you need anything during this time, please connect with us at nursingcareers@horizonnb.ca.

DECEMBER 2026/JANUARY 2027

Offers

- Offer letters sent
- Begin onboarding requirements in the Portal



Frequently Asked Questions

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.

How long will my Orientation be?

The SNAP program will offer a comprehensive, year-long orientation designed to build your confidence and strengthen the skills you'll carry into your nursing career. You'll work closely with your orientation preceptor and the nurse mentorship team throughout your first year.

What is the current RNCA pay scale?

RNCA Compensation New Brunswick – as of November 1, 2025		
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



When can I start applying to other positions?

You will be able to begin applying for positions six months into your first year. Once you receive your offer letter you will receive the link to complete an Expression of Interest form to identify your preferred department for career progression.

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 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 offered positions throughout the network for consideration, you will also have the opportunity to remain in a casual position, should you choose to do so.

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 if you join in a permanent position.

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. Should you choose to join in a casual role, you will lose your seniority hours as outlined in the collective agreement.



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.

How early can I start my position?

While you can start as soon as you have your GN license we suggest a start date of the first Monday after your graduation ceremony. This time frame will ensure you have your GN license and your availability for graduation, pin dinner and other graduation related events. Completing your Nursing degree is something to be very proud of and we want to ensure you can celebrate the momentous event!

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

The earlier you apply the better! Application Deadline October 31st, 2026 (UNE3 students do not need to apply as you have already connected with Talent)

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 the collective Agreement?

Registered Nurse (RN) or Licensed Practical Nurse (LPN) classifications are with the [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

Internal employees may not need to submit all documentation listed below.

- 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

Need support with the onboarding process? Email 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?

- The recruitment process: NursingCareers@HorizonNB.ca
- The onboarding portal or requirements: Onboarding@HorizonNB.ca
- Clinical questions or inquiries about my orientation: Your Nurse Manager. The Nurse Manager will reach out to you closer to your start date with orientation information.

