

# Respected **and valued** for your skills.



Discover rewarding career growth opportunities close to home and heart with the Nursing Career Ladder at Encompass Health. This structured program provides clear, attainable pathways for career advancement, with each level offering enhanced titles and increased compensation. The Nursing Career Ladder is designed to support your professional development, recognize your achievements and strengthen patient care, ensuring you make a meaningful difference every step of the way.

## Careers close to home and heart: nursing career ladder

The Nursing Career Ladder, based on the Association of Rehabilitation Nurses' Competency Model, offers opportunities to grow through four key categories:

- **Leadership:** Earn points by leading committees, serving as a back-up leader, acting as a disease-specific champion, or participating in professional nursing organizations.
- **Team Collaboration:** Gain recognition by serving as a preceptor, teaching in skills labs, presenting topics, or joining interdisciplinary committees.
- **Professional Development:** Advance through higher education, earning certifications, or contributing to publications and presentations.
- **Nursing Practice Advancement:** Create impactful projects that enhance nursing processes and demonstrate measurable results locally, regionally, or nationally.

Your growth is our priority. Take the next step in your nursing career with Encompass Health—where opportunity and recognition meet.

## Nursing career ladder levels

Encompass Health's RN Career Ladder rewards nurses for advancing their nursing practice and offers structured career advancement through levels marked by enhanced title and pay.

Criteria	RN I	RN II	RN III	RN IV
<b>Experience</b>	For new graduates and those with less than one year of licensure	This is the level that all experienced nurses (with at least one year of licensure) are hired in. Individuals can choose to remain at this level for their full tenure.	RN II's are eligible to apply for this level after one year of working at the RN II level.	RN III's are eligible to apply for this level after one year of working at the RN III level.
<b>Performance</b>	n/a	Candidates for RN II, III or IV must have a rating of "Strong" or higher on their most recent performance evaluation, with no active disciplinary actions since that last evaluation. Infractions that elevate to a level of discipline make the employee ineligible to advance through the framework until the CNO and HRD agree the issues are corrected and the RN is consistently meeting all expectations.		
<b>Required participation</b>	Reflects current RN requirements	<p>Based on the ARN's Competency Model, there are four categories in which to accumulate points based on participation and achievements.</p> <ul style="list-style-type: none"> <li>• Leadership</li> <li>• Team collaboration</li> <li>• Professional development</li> <li>• Nursing practice advancement</li> </ul> <p>Participants must have points in at least three categories, representing a well-rounded RN. Moving from RNII to RNIII requires 10 points. Moving from RNIII to RNIV requires 18 points. Points will only be counted toward ladder advancement if they were performed within the last 12 months.</p>		

### Requirements

Full-time, part time and PRN RNs employed with an overall rating of Strong or higher on the latest performance evaluation are eligible to participate in the Nursing Career Ladder. PRN staff must work a minimum number of hours over a 12-month period to qualify.

CRRNs who meet these requirements are also eligible to apply for the ladder. The CRRN incentive program remains in place as-is with a pay increase upon certification and the appropriate bonuses and re-imbursements associated with the program.

### Benefits for all aspects of your life

- Benefits start on day 1
- Medical, dental and vision plans
- Flexible spending and HSA accounts
- Employee stock purchase plan
- Employee Assistance Program
- 401(k) plans
- Company holidays
- Paid time off

### The Encompass Health Way



Set the standard



Focus on the positive



Lead with empathy



Stronger together



Do what's right



**Encompass  
Health**

Rehabilitation Hospitals

[careers.encompasshealth.com/nursing](https://careers.encompasshealth.com/nursing)