Registered Nurse
Messaging Guide

What RNs LOVE

1. Patient relationships
   - You really get to see the impact you make on the patients' quality of life
   - Dialysis patients, on average, come in for treatment three times a week for three hours – meaning you really get to know your patients and you get to see their progression

2. DaVita culture
   - Team feels like a family and our nurse's love working as part of an interdisciplinary team. Patient care is a collaborative effort between nurses, physicians, social workers, and dietitians.

3. Opportunities for education and advancement

What's Challenging

1. Training there is a lot to learn in a short amount of time
2. Schedule – can be a challenge
   Tip! Our modalities can vary in schedule. Ask what the schedule will look like in your area. A majority of schedules are known in advance.
3. Post training, the workload can feel high especially when short staffed

“I love being a dialysis nurse because I get to see the transformation of a new patient that is admitted not feeling very well, to seeing them regain their strength and start to feel much better after being on dialysis for several months. We usually tell patients, "after a while, you'll start to feel better"...and when they do, they remember us telling them they would, with a smile on their face." – Robin, RN

Nursing Excellence & Advancement

1. Clinical leader
   - DaVita has the highest percentage of facilities meeting or exceeding CMS's standards in the government's two key performance programs: the Five-Star Quality Rating System and the Quality Incentive Program (QIP), compared to the rest of the industry.

2. Location options and multiple career paths
   - We serve about 189,400 patients domestically and operate dialysis centers in 11 countries outside of the United States. With over 3,000 centers you have options.
   - DaVita is committed to providing robust development for nurses whether they choose to remain in a patient facing caregiver role or grow into Operations, Education or other Clinical or Corporate roles.

3. And so much more!
   - Nephrology Nursing certification reimbursement.
   - DaVita University trainings.
   - Annual Tuition Reimbursement of $3,000 and up to $25,000 scholarship opportunity.
   - Village Market Place - allows teammates to purchase products and services, as well as discounts offered by DaVita clients, business partners and vendors.

careers.davita.com
What Experienced Dialysis Nurses LOVE about being a DaVita RN

1. Career Advancement / Growth – Personal & Professional
   “Between tuition reimbursement, CEU offerings, CNN and CDN certification reimbursement and education offered with innovations the nurses at DaVita have so many opportunities to expand their knowledge which I feel is something nurses look for in a company.”

2. Dedication and focus on Patient Care
   “I have worked for other dialysis companies. I even left DaVita and came running back. DaVita strives for quality and it shows. The care given to our patients is the best in the world.”

3. DaVita Culture
   “I feel at home here. I am a teammate not an employee. I feel a sense of community and support. I feel like I matter and my expertise matters. It makes me want to do my best.”

“I have worked in dialysis for 28 years for several different companies...I believe that a large company has so many things to offer patients, employees, families and the community and this is important to me because of the vast resources they command.”

Experienced RN Benefits

Clinical Leader
For the third year in a row, DaVita Kidney Care is a clinical leader in the Centers for Medicare & Medicaid Services Five-Star Quality Rating System.

Focus on Nursing Excellence
A key focus area is creating robust development opportunities for our nurses to grow within DaVita - across all experience levels and across the United States. Many of our nurses follow a traditional path from nurse to nurse leader, but many of our nurses also forge their own path. DaVita is committed to providing robust development and experience for nurses whether they chose to remain in a patient facing/caregiving role, grow into operational roles, grow into educational roles, grow into clinical roles, or grow into other corporate roles.

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What New Grads LOVE about being a DaVita Dialysis RN

1. **On the job training**
   “I didn’t want to be thrown into a position and not know what I was doing. The STAR program was my incentive.”

2. **Patient relationships**
   “Being a dialysis RN allows me to develop relationships with my patients while providing the excellent clinical care that DaVita expects and demands. While seeing these people 3 times per week, it allows closer, more intimate care that can’t be found in hospital nursing or other nursing fields.”

3. **DaVita Culture – Fun and team focused environment**

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Attractors of Dialysis Nursing

**Hours / Schedule**
“The things that made me choose DaVita over the hospital setting was the fact that I knew I would not get stuck working every single weekend, every holiday and nights. DaVita is able to offer more stable hours which is something that I wanted and was not going to get anywhere else.”

**Skilled nursing position focused on continuity of care**
As a dialysis nurse, you’ll manage multiple comorbidities in the patient all while developing a relationship with that patient over time. While dialysis nursing is a specialty, there is a lot that goes into dialysis nursing and you’re constantly learning something new.

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RN Benefits

**Personal & Professional Development**
No Dialysis? No problem! We have a training program call ‘STAR’ designed to help you become the best nurse for our patients.

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**Tuition Reimbursement**
Annual $3,000 tuition reimbursement and up to $25,000 scholarship opportunity.

**Clinical Leader**
For the third year in a row, DaVita Kidney Care is a clinical leader in the Centers for Medicare & Medicaid Services Five-Star Quality Rating System.

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