

# 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, Northwest North Carolina and Southeast Kentucky. Our system was created in 2018 to improve the health of people in these regions. We have committed investments totaling \$308 million over 10 years to preserve access, expand health research and graduate medical education, and to address some of the region's most pressing health issues.

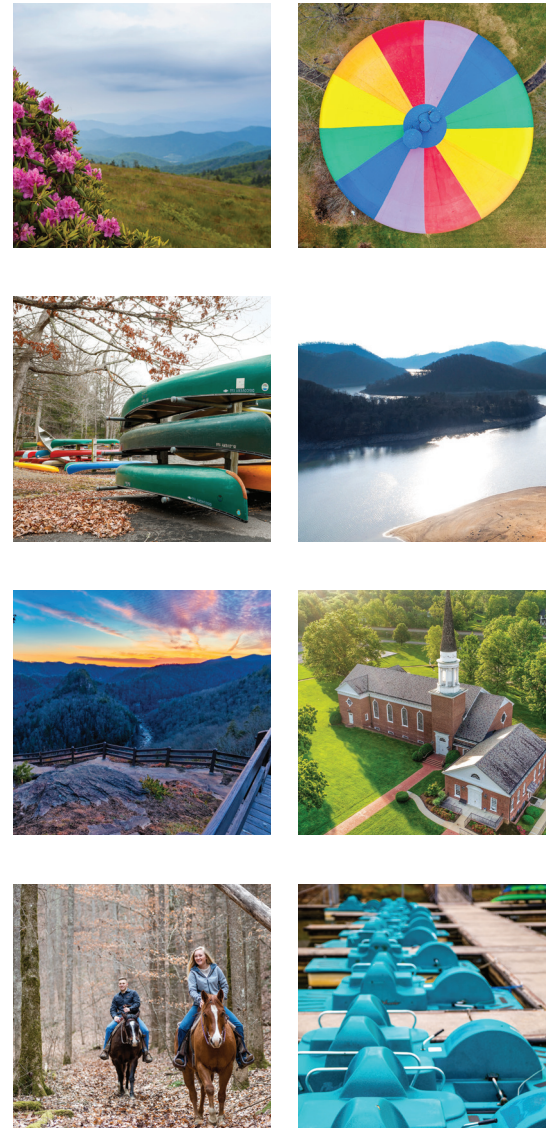
## 20 hospitals

### 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
- Lonesome Pine Hospital
- Norton Community Hospital
- Russell County Hospital
- Smyth County Community Hospital



Ballad Health operates a family of 20 hospitals in Northeast Tennessee and Southwest Virginia, including a dedicated children's hospital, several community hospitals, four 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

 **12,000+**  
Team members

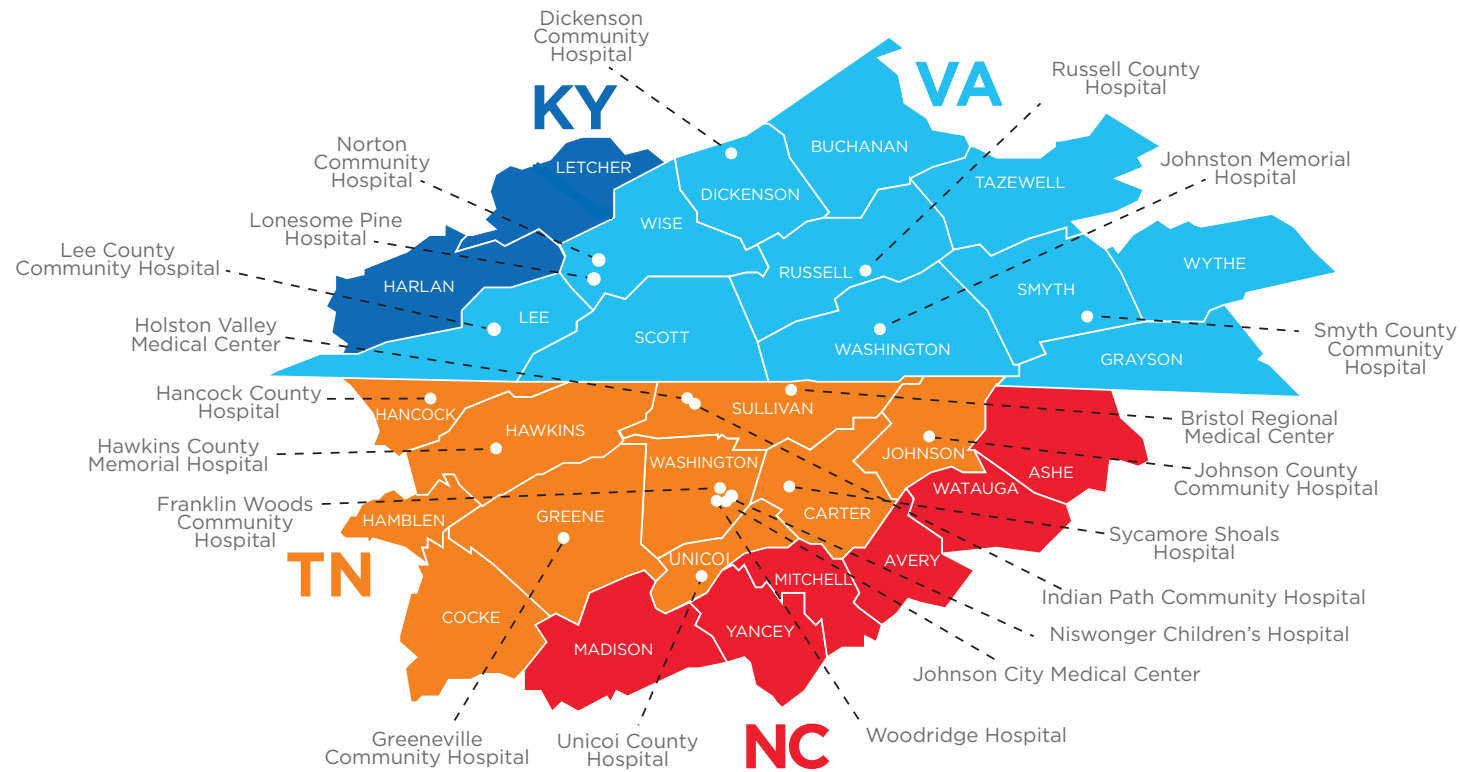
 **2,400+**  
Physicians

 **1,000+**  
Volunteers



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.



## 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
  - Accredited orthopedics & primary stroke services
  - Accredited Sleep Medicine Services
  - Adult Behavioral Health Ridgeview Pavilion
  - Cardiac, neuro-surgical and orthopedic services
  - Deborah H. Quillen Birthing Center, including pediatric services
  - J.D. and Lorraine Nicewonder Cancer Center
  - J.D. Nicewonder Family Pediatric Emergency Department
  - Level III trauma center
  - Outpatient Wound Care and Hyperbaric Medicine
  - Robotic and minimally invasive surgery



### Greenville Community Hospital

- Greenville, Tenn.
- 24/7 emergency department
  - Accredited Sleep Medicine Services
  - Critical Care services (ICU/PCU)
  - Diagnostic radiology services
  - Family Birth Center
  - Medical-surgery care
  - Outpatient Wound Care and Hyperbaric Medicine
  - Surgical services



### 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 center
  - Nationally recognized cardiovascular program
  - Oncology and hospice care
  - Outpatient Wound Care and Hyperbaric Medicine
  - Palliative care
  - Robotic and minimally invasive surgery



### Dickenson Community Hospital

- Clintwood, Va.
- 24/7 emergency department
  - Comprehensive laboratory services
  - Diagnostic radiology services
  - Inpatient adult geropsych
  - Intensive outpatient services
  - Medical-surgery care
  - Outpatient Wound Care
  - Respiratory therapy services
  - Telemedicine



### Hancock County Hospital

- Sneedville, Tenn.
- 24/7 emergency department
  - Diagnostic radiology services
  - Intensive outpatient geropsych program
  - Laboratory services
  - Physical therapy services
  - Rural health clinic
  - Swing bed services



### Indian Path Community Hospital

- Kingsport, Tenn.
- 24/7 emergency department
  - Accredited Sleep Medicine Services
  - Adult and pediatric rehabilitation services
  - Barbara Humphreys Family Birthing Center
  - Inpatient and outpatient general surgical services
  - Pediatric emergency department
  - Regional Cancer Center
  - The Center for Healthy Aging
  - Transitional Care Clinic offering Post COVID care services



### Franklin Woods Community Hospital

- Johnson City, Tenn.
- 24/7 emergency department
  - Family Birth Center
  - Perinatal center of excellence
  - Robotic surgery



### Hawkins County Memorial Hospital

- Rogersville, Tenn.
- 24/7 emergency department
  - Accredited Sleep Medicine Services
  - Cardiovascular services
  - Diagnostic radiology services
  - Physical therapy
  - Spine and rehabilitation services



### Johnson City Medical Center

- Johnson City, Tenn.
- 24/7 emergency department
  - Accredited Sleep Medicine Services
  - Acute care teaching hospital
  - Advanced certified thrombectomy capable stroke center
  - Advanced diagnostic imaging services
  - Level I trauma center
  - Orthopedic and neuro-surgical services
  - Outpatient Wound Care and Hyperbaric Medicine
  - Regional Cancer Center
  - Shirley Palmer Family Birth Center
  - Vascular, peripheral artery and heart care
  - Women's health and imaging center



### 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
  - Senior Life Solutions Intensive Outpatient Program
  - Specialty clinics



### Johnston Memorial Hospital

- Abingdon, Va.
- 24/7 emergency department and interventional cath lab
  - Accredited Sleep Medicine Services
  - Critical Care services (ICU/PCU)
  - Diagnostic radiology services
  - Dialysis
  - Family Birth Center
  - Outpatient Wound Care and Hyperbaric Medicine
  - Palliative care
  - Regional Cancer Center
  - Surgical services



### Lee County Community Hospital

- Pennington Gap, Va.
- 24/7 emergency department
  - Acute care
  - Comprehensive laboratory services
  - Diagnostic radiology services
  - Lab services
  - Medical-surgery care
  - Respiratory therapy services
  - Rotating specialty clinics
  - Telemedicine



### Sycamore Shoals Hospital

- Elizabethton, Tenn.
- 24/7 emergency department
  - Accredited Sleep Medicine Services
  - Diagnostic radiology services
  - Geropsych inpatient services
  - GI/endoscopy lab
  - Inpatient and outpatient general surgery, orthopedic surgery and plastics
  - Medical-surgery care



### Unicoi County Hospital

- Erwin, Tenn.
- 24/7 emergency department
  - Diagnostic radiology services
  - Outpatient Wound Care
  - Rehabilitation services



### Woodridge Hospital

- Johnson City, Tenn.
- 24/7 walk-in crisis center
  - Addiction/detox services
  - Adult psychiatric services
  - Child/adolescent psychiatry services
  - Geropsych services



### Lonesome Pine Hospital

- Big Stone Gap, Va.
- 24/7 emergency department
  - Accredited Sleep Medicine Services
  - Comprehensive laboratory services
  - Diagnostic radiology services
  - Medical and radiation oncology
  - Medical-surgery care
  - Outpatient rehab services
  - Outpatient Wound Care
  - Pain management
  - Telemedicine



### 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
  - Black lung services
  - Comprehensive laboratory services
  - Diagnostic radiology services
  - Family birthing center
  - ICU/medical-surgical care
  - Inpatient and outpatient rehabilitation services
  - Outpatient Wound Care and Hyperbaric Medicine
  - Skilled nursing services
  - Surgical services
  - Telemedicine
  - Wanda Wampler Center for Women's Health



### Russell County Hospital

- Lebanon, Va.
- 24/7 emergency department
  - Accredited Sleep Medicine Services
  - Adult Behavioral Health
  - Cardiac and pulmonary rehabilitation
  - Diagnostic radiology services
  - Regional Cancer Center and infusion center



### Smyth County Community Hospital

- Marion, Va.
- 24/7 emergency department
  - Cardiac rehabilitation
  - Diagnostic radiology services
  - Francis Marion Manor (skilled and long-term care)
  - Home care
  - Regional Cancer Center and infusion center
  - Skilled nursing services
  - Sleep Medicine Services
  - Surgical services (orthopedic, general, GI)

## Additional nursing opportunities at Ballard Health

### Long Term Care and Assisting Living:

- Francis Marion Manor Health and Rehabilitation - Marion, VA
- Laughlin Healthcare Center - Greeneville, TN
- Madison House - Kingsport, TN
- Wexford House - Kingsport, TN

### Additional Opportunities:

- Float Pool
- Home Health
- Hospice
- Outpatient Services
- Physician Offices
- Urgent Care

# Internships

Ballad Health has a wide variety of internship opportunities for students



## RN/LPN nurse intern program

- 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 program (for both RN and LPN students)

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

### Nurse Intern qualifications

Student qualifications include:

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

### How to apply for nurse intern:

For these positions, you may apply online at [balladhealth.teds.com/careers/](http://balladhealth.teds.com/careers/) for each individual nurse assistant, certified nurse assistant or nurse intern position of interest.



# Ballad Health supports our student nurses with resources

## RN/LPN Nursing Scholarship

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

Money is granted to students to help pay for the cost of tuition, standard fees and books, minus other scholarships and grants, with the agreement that the student will work for Ballad Health upon graduation. The employment commitment is based on the amount of financial assistance the student receives.

The service time starts when the student is a Ballad Health full-time team member and has obtained their RN/LPN license. Once you are in the scholarship program, you will need to apply and turn in information each semester during the semester you want scholarship money for.

### Applicants need:

- Acceptance letter
- Application
- Book receipts
- Financial aid statement
- Schedule
- Transcript
- Tuition bill statement
- Two letters of reference (if current team member then only one from your current manager)

Ballad Health offers two programs to financially assist RN/LPN students with their nursing degrees.

1. The scholarship program (see details above) assists students financially once they are accepted into a nursing program by helping pay for the cost of tuition each semester. Students are eligible to apply once accepted into an accredited RN/LPN program. The program will help pay the cost of tuition, fees and books each semester of the nursing program with the agreement that the student will work for Ballad Health after RN/LPN graduation. The work commitment is based on the amount of money received for financial assistance.
2. The student loan assistance program (see details on page 12) is for new graduate RN/LPN students who secure employment with Ballad Health in a full time position within an acute care or long-term care facility. The program will financially assist students to help pay off student loans that have been obtained while pursuing the nursing degree. The student will receive yearly payments to help pay off loans until the maximum amount has been reached.

Please contact recruitment at 423.302.3299 or [recruitment@balladhealth.org](mailto:recruitment@balladhealth.org) for more information.



# Ballad Health Student Loan Assistance Program



## Student loan assistance for new graduate RNs and LPNs

The Ballad Health student loan assistance program is designed to help employed, new graduate registered nurses and licensed practical nurses in the repayment of their student loans. This program is only offered for LPN students graduating from an LPN program and RN students graduating from an RN program. RNs with an associate RN degree pursuing a RN bachelor's degree do not qualify. We offer a service agreement that starts when you begin working full-time for Ballad Health and have acquired your nursing license.

## Student loan assistance schedule

Following employment with Ballad Health as a newly graduated registered nurse or licensed practical nurse, payments made toward student loan balances will proceed as follows:

- At the end of 12 months of full-time employment at Ballad Health and after achieving RN/LPN licensure, a payment of up to \$5,000 will be made toward the balance of your student loans.
- At the end of every 12-month employment service period thereafter, another payment of up to \$5,000 will be processed.
- Payments from this program will end once the maximum benefit for your program has been met.

Ballad Health offers two programs to financially assist RN/LPN students with their nursing degrees.

1. The scholarship program (see details on page 11) financially assists students once they are accepted into a nursing program by helping pay for the cost of tuition, fees and books each semester. Students are eligible to apply once accepted into an accredited RN/LPN program. The program will help pay the cost of tuition each semester of your nursing program with the agreement that you will work for Ballad Health after your RN/LPN graduation. The work commitment is based on the amount of money you receive in financial assistance.
2. The student loan assistance program (details listed above) is for new graduate RN/LPN students who secure employment with Ballad Health in a full-time position within an acute-care or long-term care facility. The program will financially assist you with repayment of student loans you have obtained while receiving your nursing degree. You will receive yearly payments to help pay off your loans until you reach the maximum amount of assistance.

Applications for student loan assistance, including proof of the total amount of student loans utilized for obtaining your LPN or RN degree, must be received within six months of your date of graduation from the program to be considered.

If you have questions about student loan assistance, **please reach out to [recruitment@balladhealth.org](mailto:recruitment@balladhealth.org) or call 423.302.3299.**

## Enter into clinical practice after your LPN/RN graduation

### LPN graduate nurse:

Upon graduation and obtaining an LPN degree, the team member can work as a graduate nurse LPN in an unlicensed role until obtaining the LPN license.

### RN graduate nurse:

Upon graduation from the program, all new graduate nurses are eligible for employment as a Nurse Intern. Nurse Intern function similar to a certified nursing assistant.

Then, graduate nurses can work as a RN Applicant Graduate Nurse, provided they meet the requirements for the state where they are employed and are applying for an RN license.

In order to be eligible for the RN Applicant Graduate Nurse position, the RN nursing student must be a graduate of an approved program and must provide evidence of application for licensure by providing a state board of nursing authorization letter and/or an Authorization to Test for NCLEX.

To learn more, **please call 423.302.3299 or email [recruitment@balladhealth.org](mailto:recruitment@balladhealth.org).**

## Want to be part of a world-class nursing team?

If you have a passion to serve and improve the lives of people here in our Appalachian Highlands communities, we can help you do that. Ballad Health offers:

- Free CNA classes for those who want to enter the medical field
- A financial assistance scholarship program for team members and community members who want to pursue an LPN or RN degree
- For new graduate RNs, competency-related education for the population of patients you'll serve to help you transition to your professional nursing role
- Specialty and skill acquisition courses to support new nurses with professional practice transitions
- Potential for professional growth in nursing care and movement to multiple care environments, all within Ballad Health

# 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, new graduate RN / LPN team members are eligible after one year of employment in a licensed/certified role at 0.6 FTE or higher position. If you already have clinical experience greater than one year in a licensed role (RN for RN role/ LPN for LPN role), you must be employed with Ballad Health for at least six months before you are eligible to apply for PACE.

## 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.



# Find your calling at Ballad Health

Ballad Health provides market-competitive pay and benefits, flexible work schedules, a wide variety of developmental 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!



## Visit our website to join our team

1. Visit [balladhealth.org/careers](https://balladhealth.org/careers).
2. View job listings.
3. Apply today.





For more information, please call 423.302.3299,  
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or visit [balladhealth.org/careers](http://balladhealth.org/careers).

#### Human resources

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