

My Nursing Career Ladder



Our more than 20,000 compassionate nurses are helping to bridge art and science; they are advocates, leaders, innovators, educators, lifelong learners, and mentors. At UPMC, we're passionate about empowering our nurses to be all these things and more. Our goal is to help you build your career, your way.

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With many locations and a wide variety of clinical specialties, UPMC has the right nursing career for you. If your interests are in inpatient, pediatrics, women's health, or procedural areas, check out the robust ladder below designed to help you achieve your professional goals. Similar career progressions are also available in home health, senior care, rehabilitation, and more.

- **Professional Staff Nurse** — This is the title for nurses who have recently completed a nursing program* or have less than two years of experience. If you are a new nurse, you will automatically be enrolled in My Nursing Residency, a mentorship and education program, to help you confidently transition into practice.
- **Sr. Professional Staff Nurse** — Requirements: two years of experience + one contribution** **OR** two years of experience + a certification **OR** two years of experience + a master's degree/DNP
- **Sr. Professional Staff Nurse II** — Requirements: three years of experience + one contribution + a certification **OR** three years of experience + one contribution + a master's degree/DNP
- **Expert Nurse** — Requirements: four years of experience + one contribution + a certification **OR** four years of experience + one contribution + a master's degree/DNP
- **Clinician** — For many areas, this is the first step in your transition to staff management. Requirements: three years of experience + BS or BSN required. Master's degree preferred. If BS degree is not in nursing, a master's degree or higher in nursing is required. This level is a posted position and must be applied for.
- **Sr. Clinician** — Requirements: four years of experience + a master's degree/DNP **OR** four years of experience + a BSN + a certification

* By completing a Bachelor of Science in Nursing (BSN) program and becoming a BSN prepared nurse, you may be eligible to receive a pay differential that can afford earnings of up to \$600K more over the lifetime of your career. Additionally, continuing your education and advancing along the My Nursing Career Ladder can result in earnings up to \$800K more over the lifetime of your career.

** Nursing career contributions can include returning to school for a degree, actively participating on a business unit council, serving as a community event lead, precepting new hires or students, etc.

This information does not apply to employees covered by a collective bargaining agreement unless specified in the union contract.

Your Future

A nursing career at UPMC maximizes your potential and advances you to wherever you'd like to go. As you move along the My Nursing Career Ladder or make a change in your career path, we ensure you are equipped with the resources, mentors, and leadership needed along the way.

Your Education

Whether you are exploring a higher degree or a new certification, UPMC offers incentives such as tuition assistance, student loan assistance, professional development, and continued on-the-job training. And more education may pay off in your paycheck (based on location and position).

Your Schedule

From casual and part-time roles to full-time, flex-time, night, and weekend positions, there's a nursing opportunity that's the perfect fit for your lifestyle.

Your Rewards

With outstanding medical coverage, empowering ways to build wealth and save for your future, and generous offerings like paid time off and paid parental leave, UPMC offers a Total Rewards package that few employers can match.

Your Next Steps

Learn more about all the ways you can make your career, your way at UPMC. Visit upmc.com/nursingcareers