



Nurse Residency program

PROGRAM OVERVIEW

Nurses who have graduated in the past two years are invited to strengthen their clinical expertise and develop their nursing careers through Community Hospital of the Monterey Peninsula's 8–12-week Nurse Residency training program. Participants work 8-hour shifts and must be able to work variable shifts including days, evenings, nights, and weekends.

PROGRAM FEATURES

One-to-one preceptor training

Nurse residents spend 75 percent of the program receiving one-to-one clinical training with preceptors. Preceptors are experienced bedside nurses who are specially trained to provide clinical guidance to residents.

Skills and practice

Nurse residents spend the remaining 25 percent of the program in the classroom and skills lab. These sessions are taught by subject-matter experts and expose residents to many resources available to support their practice.

Supportive debriefing

Nurse residents gather weekly as a cohort for supportive debriefing throughout the program. In these forums, nurses can safely share experiences in a non-judgmental environment.

The fall cohort begins Friday, August 7, 2026. Positions will post Monday, May 11, and posting will close after 10 business days. In-person interviews will be held the weeks of June 15 and 22.

To apply, visit montagehealth.org/careers or call (831) 622-2802.



UNITS ACCEPTING NURSE RESIDENTS MAY INCLUDE:

12-hour shift units

- Crisis Stabilization Unit — An unlocked and secure psychiatric outpatient observation treatment unit; one side focused on the pediatric population and one side for adults. The goal is to provide focused psychiatric interventions and discharge within 24–72 hours
- Float Pool — Adult patients in telemetry units requiring cardiac monitoring, titratable cardiac drips, post-CVA, post-interventional cath lab patients. Will also float to medical-surgical units and behavioral health
- Garden East — Adult patients requiring continuous cardiac monitoring, titratable cardiac drips, post-CVA, post-interventional cath lab patients
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- Main East — Adult and pediatric orthopedic patients, adult medical-surgical patients
- Main Pavilion — Adult patients requiring continuous cardiac monitoring, titratable cardiac drips, post-CVA, post-interventional cath lab patients, post-op open hearts (after the first 24 hours)
- Main West — Adult medical-surgical patients, pediatric patients, mother-baby overflow patients from the Family Birth Center, post-op gynecological surgery
- Terrace East — Adult medical-surgical patients, adult bariatric surgery patients
- Terrace West — Adult medical-surgical patients, oncology and hematology patients

8-hour shift units

- Garden Pavilion — Adult inpatients requiring behavioral health services
- Inpatient Rehabilitation Unit — Adult patients requiring active and ongoing multidisciplinary therapeutic interventions