

Team Member Referral Program



Refer and receive a bonus – faster than ever!

Do you know a respiratory therapist, surgical tech, acute care RN or certified anesthetist nurse who you think would be a great fit for the Novant Health NHRMC team? If so, you may be eligible for a \$1,500 referral bonus! Review the information below for additional bonus details, payouts and how to make a referral.

\$1,500 referral bonus to be paid out will be paid out:

- ½ at 1 month after the referral's start date
- 25% at 3 months after the referral's start date
- Remaining 25% at 6 months after the referral's start date

\$750 for part-time benefits-eligible positions (24-35 hours/week)

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- 25% at 3 months after the referral's start date
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\$500 for PRN:

- \$500 after 3 months of the referral's start date, standard referral rules apply

Standard referral bonus rules:

- Qualifying respiratory therapists and RNs referrals are made for acute care facilities only
- Referrals can be made by any Novant Health team member, excluding human resources and leaders (supervisors and above)
- Referred RNs and CRNAs must have a minimum of one year recent acute care experience
- Referred registered respiratory therapists and surgical techs may be new grads or experienced
- Referred individuals must be hired for a full-time or part-time, benefits-eligible position and maintain hours for benefits eligibility
- Referral must still be employed at time of bonus pay out
- Referred individuals cannot be employed currently or in the past 12 months by Novant Health
- Referring team member's name must appear on the online application as the referral source
- Both the referring team member and the referred candidate must remain employed during the entire payout period to receive the full bonus.
- The referred candidate must maintain bonus eligibility status (full-time, part-time of 24-35 hours or PRN status) in order for the bonus to be paid.

How to make a referral:

Email your referral's name, contact information and /or resume to: talent@nhrmc.org. Referrals will then be contacted by talent acquisition and invited to apply.