



# JOHANNA ROLLEMAN, BSN, RN

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## CLINICAL NURSE EDUCATOR

CURRICULUM DESIGN | CLINICAL EXPERTISE | CARE MANAGEMENT | PHYSICIAN & PROVIDER RELATIONS

*Teaches skills to foster independence and confidence in those providing in-home family care.*

**Registered professional nurse** with deep expertise in direct patient care, family intervention, and results-focused educational leadership. Liaise with peers, executives, and care providers across diverse touchpoints on healthcare continuum. Trusted patient support and clinical operations partner recognized for developing patient-centric care models that lead to improved outcomes. Committed to leveraging diversity and inclusion in support of quality care.

**Clarifies complex issues**, defines essence of problem or solution, and predicts broad impact of important decisions positioning others for performance success. Thrives in fast-paced environments and highly skilled at responding to quickly changing priorities and managing emergency situations in calm, confident manner.

*"I have had the privilege of working with Johanna for over 15 years and every time I am with her, I learn something new. She shares her experience and knowledge freely to elevate the profession for all of us within it." – Alex Rogers, RN*

*Registered Nurse – California License #CA 55555-1  
Certified Clinical Nurse Educator – Certification #55555  
Fully vaccinated against COVID-19*

Patient Advocacy | HIPAA Compliance | Care Planning | Resource Utilization | Staff Leadership | EMR  
Curriculum Development & Delivery | Principles of Adult Learning | Discharge Planning | Policies & Procedures  
Data Collection, Evaluation & Reporting | Shared Governance | COVID-19 Protocols | Regulatory Compliance  
Health Assessments | Complex Care Management Principles | Integrated Team Care Rounds | Cultural Competence

## PROFESSIONAL EXPERIENCE

SCRIPPS HEALTH SYSTEM – San Diego, CA

2001 – 2021

SCRIPPS GREEN HOSPITAL, La Jolla, CA | 2014 – 2021

Staff Nurse Educator | 2014 – 2021 (Position eliminated due to pandemic-related RIF)

Provided education, support, and positive reinforcement to nursing staff to achieve highest levels of care in family-centered environment. Customized learning approach to meet individualized learning needs. Promoted critical thinking skills and facilitated team communication to optimize patient outcomes. Identified opportunities for education and intervention to enhance staff development and improve standards of care. Oversaw new staff orientation.

- **Delivered bimonthly training classes**, utilizing simulation and debriefing to instruct multidisciplinary staff across system, per AAP guidelines and standards. Maintained 100% staff compliance.
- **Decreased length of stay** from 14 days to seven days for neonatal population impacted by neonatal abstinence syndrome by collaborating with cross-functional team to collect data and develop standard care policy.
- **Collaborated with neonatal and obstetric team members** to review and update obstetric and maternal child policies and procedures, ensuring consistency with evidence-based research.
- **Facilitated NICU Practice Council meetings** to promote staff-based, family-centered care initiatives.

SCRIPPS MEMORIAL HOSPITAL ENCINITAS, Encinitas, CA | 2001 – 2014

**Nurse Manager | 2010 – 2014**

Managed 45-member healthcare team and \$650K budget for high-risk neonatal intensive care unit.

- **Supervised hiring, onboarding, and training** of all new staff members.
- **Defined roadmap to ensure 100% pass rate** for all Joint Commission audits, from 2010 – 2014.
- **Introduced Preceptor of the Year award** to recognize training and leadership excellence in rising talent.

**Staff RN / Preceptor | 2001 – 2010**

Provided comprehensive and developmentally appropriate care to all pre-term and critically ill newborns in safe and culturally sensitive manner. Collaborated with multidisciplinary care team to ensure optimal patient outcomes.

- **Recognized for leadership skills** as clinical preceptor and new RN mentor.
- **Empowered families for safe discharge** by providing advocacy, education, resources, and support.
- **Maintained best practices** through evidence-based research as member of Policy and Procedure Committee.

DISCSTYLES™ COMMUNICATION & BEHAVIORAL STRENGTHS REPORT

Sets high personal standards for self and persuades others by demonstrating competence. Sets example by demonstrating work that needs to be done. Coaches others into being more effective at reaching goals. Multifaceted operational style allows for success in variety of situations. Excellent role model for others on team. Optimistic and encouraging, which comes from natural positive spirit, high degree of sincerity, and ability to be flexible. (May 2022)

INDUSTRY AFFILIATIONS

American Nurses Association – California  
Professional Nurses Association of Southern California  
Sigma Theta Tau International Nursing Honor Society  
Member – National Association of Neonatal Nurses

EDUCATION & ADDITIONAL CERTIFICATIONS

**BSN – San Diego State University, San Diego, CA**

Basic Life Support (BLS) – American Heart Association, San Diego CPR and Education  
Neonatal Resuscitation Instructor – American Academy of Pediatrics, Certification #555-5555  
Child Passenger Safety Technician – National Traffic Safety Administration, Certification #555555  
Nurse Preceptor – Neonatal Intensive Care

*“Johanna has made an impact that will be felt in the lives of the patients and families she has touched for generations to come. Her devotion to her calling as a care provider, educator, and mentor is a legacy that benefits us all. I have been honored to work side-by-side with her for 20 years and my admiration for her skill grows daily.” – Dr. John Woo, Head of Intensive Care Services, Scripps Green Hospital*



## RESUME STRATEGY

Johanna is a highly experienced neonatal clinical nurse educator who got laid off during a pandemic-related RIF. While she wanted to get back in the workforce for a few years before retirement, she did not want to go back to the neonatal ICU because of the physical demands. Sadly, she had applied for dozens of jobs before coming to me and felt she was being stereotyped as someone “who just rocked babies” for her entire career, so specifically asked that we try to showcase her overall nurse leadership/education skills to avoid being overlooked for opportunities outside of the neonatal ICU and helping others recognize the value she could bring to her next role.

In support of her desire to be seen as more than a “baby nurse,” I provided a powerfully formatted resume that focused on the results she achieved and her strong qualifications.

This is not a job posting she provided me but is aligned with the types of nurse educator jobs she was targeting:

<https://www.linkedin.com/jobs/view/3160970234/?alternateChannel=search&refId=8v3Ww%2FxaajgxStORfJ4PBw%3D%3D&trackingId=EPPhC2oqKqbkmnVUYebnEw%3D%3D>

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### CLINICAL NURSE EDUCATOR

[Novant Health](#) Winston-Salem, NC On-site 3 weeks ago 3 applicants

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#### About the job

##### **Overview**

Novant Health is seeking a Clinical Nurse Educator to develop and deploy standardized education and training based on nursing process and practice. Come join a remarkable team where quality care meets quality service, in every dimension, every time.

**#JoinTeamAubergine #NovantHealth #nursingatnovanthealth.** Let Novant Health be the destination for your professional growth.

At Novant Health, one of our core values is diversity and inclusion. By engaging the strengths and talents of each team member, we ensure a strong organization capable of providing remarkable healthcare to our patients, families and communities. Therefore, we invite applicants from all group dynamics to apply to our exciting career opportunities.

##### **Qualifications**

- Education: 4 Year / Bachelors Degree, required. Graduate of NLN accredited School of Nursing. BSN required. MSN preferred. Graduate Degree, preferred.
- Experience: Minimum of three years of clinical practice in area of specialization, required.
- Licensure/Certification: Current RN license in appropriate state, required. RN prof cert in relevant specialty - see additional skills/requirements, required.
- Additional Skills (required):
  - Current and future trends/practice in area of responsibility; regulatory and governing standards, policies and procedures; information systems and software used in area of responsibility; equipment used in performing assigned duties; application of safety and infection control policies and procedures; teambuilding, conflict management, and interpersonal relationship skills; principles of adult learning and teaching methods/models; effective classroom presentation style; decision making, project leadership and consultation, delegation and communication skills; understanding of customer needs and expectations and knowledge for improvement to exceed customer

expectations; knowledge of research and EBP methodologies and analyses; ability to write effectively.

- Certification is a requirement for the Clinical Nurse Educator role as it demonstrates commitment and expertise to the nursing profession. A certification within your defined specialty is required for this role, and a list of certifications accepted can be obtained through the leadership of Clinical Education at Novant Health.