# Angelique Graham: An RN Recruiter Story

During a summer Job Fair I had the pleasure of meeting a number wonderful Registered Nurses from Memphis and the surrounding Tri-state area. One particular nurse from an area hospital was looking for a new and fresh start. This nurse spoke of their love for the Veteran population based on their interaction in the community and at their present position in the private sector. The applicant wanted a position in Case Management, as it was a part of their current role. Unfortunately, at that time I did not have an active recruitment for a case management position, and in most facilities, these openings are very rarely available. It was proposed by a counterpart that was assisting with reviewing candidate resumes, that this nurse could come on board as an inpatient staff nurse then transition into case management position if one became available in the future. This nurse’s whole countenance dropped, from one of glowing excitement, to one of  dashed hopes.

In recognizing this energy shift, I asked the nurse to come and speak to me. We spoke about the nurse’s past experience and what it was the person really wanted to do. My exact question was “What makes your nursing Heart & Soul SING”! This nurse smiled and began to explain their personal and professional endeavors . Once I had a better understanding of the nurse’s why, I arranged an interview with the North-CBOC and they later selected the nurse.

Since COVID-19, that nurse was pulled to the inpatient ward to assist with the pandemic. A few weeks ago, the individual stopped by my office to say thank you. Thank you for actively listening, and lining-up personal and professional goals. The nurse stated this have not had someone to do that for them in the past, nor have someone interested in the interest of others. They reported that they love coming to work every day and some days they cannot believe they get paid to do what they love.

Nurses coming back to say thank you is what makes my Nursing Heart & Soul Sing!

Cordially and Very Respectfully,

Angelique C. Graham, BSN, RN, MA: HSC, CHCR

Recruitment, Retention and Professional Development Coordinator