

RN Exchange Program FAQs

1. What opportunities are available to work for DaVita in the United States?

DaVita currently has a United States international recruitment program. The focus of the program is to recruit nurses with dialysis experience. DaVita petitions for green cards on behalf of nurses who have been recruited and provided with employment offers. DaVita files an I-140 petition under the EB3 category for the nurse and his or her immediate family members (including spouse and dependent children under the age of 21). DaVita does not petition a nurse for an H1-B visa.

In order to be considered for the program, nurses must have a minimum of two years of recent and consecutive dialysis experience. In addition, nurses must have passed the required IELTS English Exam, the NCLEX and applied for (or hold) a valid Visa Screen Certificate.

If you feel that you meet these very specific criteria, we would be happy to review your resume and discuss potential options with you.

2. What are the requirements in order to apply?

Teammates of all nationalities who are interested in applying must meet the following criteria:

- Employment or assignment as an RN with DaVita for at least 6 months in KSA
- Minimum Performance Development Rating of 3 (4+ required for at least one year prior to deployment)
- Interviews with a line manager and the People Services Department in KSA
- Participation in at least one interview with teammate(s) in the United States
- Continuous employment or assignment with DaVita during the green card application process

3. How do I apply for a position?

All applicants must create a profile on the Talentera portal in order to apply. Step-by-step instructions can be referenced by downloading the DaVita Internal User Manual. Teammates who are interested in working for DaVita in the United States can apply here (http://ksacareers.davita.com/en/page/rn_davita/) on the Talentera recruitment portal.

4. How many positions are available in the Global RN Exchange program?

There are currently 20 open positions for the program. Applications will be received and reviewed on an ongoing basis. Entrance into the program is competitive and is based upon aptitude, performance and merit.

5. What are the expectations for my continuous employment or assignment with DaVita KSA prior to deployment in the United States?

Nurses who are accepted into the Global RN Exchange Program are expected to maintain full-time employment status with DaVita KSA, free of any disciplinary or corrective action, until deployment in the United States.



6. Who is my main point of contact in the United States?

The U.S. International Recruitment team: Debbie Cookman - debbie.cookman@davita.com

7. What does the U.S. interview process entail?

During initial conversations with the U.S. International Recruitment team, the teammate will have an opportunity to discuss where he or she is interested in living and working and why. The International Recruitment team works on behalf of each candidate to discuss employment opportunities with operations directors in the region(s) identified by the candidate.

If opportunities are available, the International Recruitment team will arrange a SKYPE interview between the USA hiring manager and the candidate. Should the decision be made to extend an offer, the International Recruitment team will gather details and prepare an employment offer, which will be sent with other relevant information, including a document request list and a loan agreement.

8. What is the average timeline for placement?

“Today” the immigration process for a nurse from the Philippines, India or China could take up to five years if the candidate does not have an abandoned petition with an existing priority date. If the candidate has a priority date that is current, the process could be much quicker, depending on the priority date. For individuals born outside the Philippines, India or China, the process could take anywhere from 18 to 24 months. The timeline and ultimate success of an immigration application is subject to the U.S. Government immigration authorities and is out of DaVita’s control.

9. Can I provide any input into the location of my placement?

This will be determined in the initial conversation with the International Recruitment team. While our intent is to identify a mutually agreed upon location, and DaVita will make every effort to secure placement in that part of the country, unfortunately a preferred location cannot be guaranteed.

10. What costs are covered by DaVita in the process?

DaVita will cover the cost of all immigration fees. In addition, once employed in the USA as an RN, the nurse will be reimbursed for their airfare to the United States and given a \$2,500 lump sum payment to help with relocation expenses. If the nurse leaves DaVita’s employment within 3 years they will be required to repay the costs, subject to the terms of the loan agreement provided with the offer letter.

11. What costs must I cover on my own?

Nurses are responsible for obtaining all the required documents for immigration and any costs associated with this process. This would include the English Exam, NCLEX and Visa Screen Certificate.

Teammates would also be financially responsible for the required medical exam costs prior to

their final Embassy interview. This includes the required medical exam costs for any family members who are also planning to join the teammate overseas. In addition, once the case is approved by the Embassy, it will be the teammate's responsibility to pay the fee for the processing of their green card (or cards, if there are family members included). Today that fee is \$165 for each card, but there is an expectation that the fee will increase. Airfare to the U.S. will initially be paid for by the nurse, subject to reimbursement by DaVita. Airfare for accompanying family members will not be reimbursed by DaVita.

12. What certifications or licenses must be obtained prior to my deployment?

All of the requirements must be met prior to initiating the green card application process as they are prerequisites to start a petition. Although teammates will have passed the NCLEX, they will not be able to obtain their actual license until after their arrival in the United States and after they have been issued a social security number. Today, this process takes anywhere from three to six months. Because of the length of time required to obtain RN licenses, all nurses will start as patient care technicians (PCTs). The nurse will be compensated at the PCT rate until the RN license is received, at which point the nurse will be transitioned into an RN role and corresponding compensation structure.

13. What documentation must be provided?

The required documentation can be referenced in the Document Checklist.

14. What steps must I take in my home country?

None at this time. The nurse will be required to obtain a background/police clearance certificate from his or her home country and have that available once the petition nears the final stages.

15. Are language tests necessary?

Yes, all nurses petitioning to work in the United States must pass the IELTS exam with a score of 6.5 written and 7.0 spoken for purposes of obtaining CGFNS certificate and a visa screen.

16. Is my family allowed to travel with me to the United States?

Yes, immediate family members including spouse and dependent children under the age of 21 can be included in the petition.

17. Will employment in the United States be for a fixed-term duration?

No, the employment offer will be for an indefinite term and will include standard DaVita USA terms and conditions applicable to a nurse employed in the USA, including employment 'at-will'.

18. What are my responsibilities to DaVita if I fail to uphold my obligations?

Sponsoring a nurse to work in the United States is a costly investment and a lengthy process. In order to allow a nurse to work in the USA, the nurse and DaVita need to apply for and obtain a work permit. Both parties will incur expenses during the process. In order to cover the expenses, DaVita estimates that a loan of approximately \$15,000 USD will be provided to each nurse. DaVita will advise the nurse of the actual amount once expenses for items such as initial training

costs, immigration legal fees, airfare and moving expenses have been ascertained.

Nurses who accept an employment offer to work with DaVita in the U.S. will comply with all the terms and conditions of their employment and agree to maintain full-time employment status with DaVita, free of any disciplinary or corrective action, for a minimum period of three (3) years from their arrival in the U.S. If the nurse's employment is terminated either by the nurse voluntarily, or by DaVita within three (3) years of arriving in the U.S., the nurse agrees to repay the loan on a prorated basis as set forth in the international nurse loan agreement. If the nurse fulfills three (3) years of employment with DaVita in the U.S., the loan repayment obligation will be considered to have been met.

Thank you for your interest in DaVita USA!