Hospital Orientation

HOW LONG IS HOSPITAL ORIENTATION?
Hospital orientation is a day and a half and is primarily held on a Monday and Tuesday on the weeks it is scheduled. HR will communicate the exact dates.

Employment as a Shannon Associate

I ALREADY HAD VACATION PLANS MADE AFTER GRADUATION. WILL THIS AFFECT ME GETTING A JOB?
Shannon Leaders understand flexibility is important and have customarily been understanding about prior arrangements – make sure you communicate any anticipated unavailability within your first several months during the interview and on a continuous basis.

WHEN DO I GET PAID?
Shannon Associates are paid on a bi-weekly basis. Merit increases are determined by job performance appraisals performed by Shannon Leaders.

DOES SHANNON OFFER A SIGNING BONUS?
Please check with your HR Representative for more information on signing bonuses.

DOES SHANNON OFFER RELOCATION ASSISTANCE?
Yes. Please check with your HR Representative for qualifying criteria.

DOES SHANNON OFFER EDUCATIONAL LOAN REIMBURSEMENT?
Shannon values education and career advancement. Currently, we offer loan reimbursement of $1,000 for each 1,040 hours worked for up to $4,000 for those who meet the qualifying criteria. If you are interested in loan reimbursement, please let your HR Representative know when you accept your offer and they will review the guidelines and assist you with completing the necessary request during your HR Processing.

Can’t find your question here? Contact a Talent Acquisition Specialist in the Human Resources Department.
careers@shannonhealth.org | 325-657-5243
WHAT IS HUMAN RESOURCES PROCESSING?
Once you accept a position, you will be scheduled for HR Processing. This process consists of a drug and nicotine screen and background checks.

It is important to note that a positive nicotine urine test will disqualify an individual from employment at Shannon – please contact HR if you have further questions regarding nicotine use. You will also complete a post-offer health assessment in the Employee Health Department. Please plan to be on the Shannon campus for a minimum of two (2) hours for HR Processing. Employment is contingent upon successful completion of employment process.

HOW DO I SUBMIT AN APPLICATION?
All applications are submitted online at www.shannonhealth.com » Employment tab » click on Shannon Job Opportunities.

WHEN IS THE BEST TIME TO APPLY?
Within 6 months of your graduation date is acceptable, but applications can be submitted year-round.

I SPOKE WITH A SHANNON ASSOCIATE ABOUT A POSITION, BUT HAVE NOT YET COMPLETED AN APPLICATION. DO I STILL NEED TO SUBMIT AN APPLICATION AND GO THROUGH A FORMAL INTERVIEW?
Yes. A Shannon Leader cannot interview you until we have an application on file in the Human Resources Department.

HOW WILL I KNOW IF I WILL BE OFFERED A POSITION?
A Human Resources Representative will contact you to offer the position applied for and communicate an accurate pay quote. If both position and pay quote are accepted, you will then be scheduled for Human Resources Processing. Following verbal acceptance, you will receive a formal offer letter. If you are not selected for a position, the hiring Shannon Leader or Human Resources will contact you.

HOW WILL MY START DATE BE DETERMINED?
If you’re offered a position, your start date will be contingent upon several factors:
1. Successful graduation from your respective degree program.
2. Successful passing of your respective board exams.
3. Successful completion of a satisfactory pre-employment screening, which includes providing documentation proving your authorization to work in the United States.

HOW WILL INTERVIEWS BE CONDUCTED?
Interviews consist of a tour of the Shannon campus, a traditional one-on-one interview with the Director of Physical Medicine and a casual group interview with the Physical Medicine team. We ask all candidates to allow four (4) hours for the interview.

Applying for the Position

The Interview Process

Employment Offer and Acceptance

Human Resources (HR) Processing