



BEFORE & AFTER — COMPLETE DELIVERABLE PAIR

Registered Nurse (RN) resume: the complete rewrite

Target: Registered Nurse — ICU / Critical Care (US market).

CONSTRUCTED EXAMPLE — "Priya Raman" is a fictional candidate created to demonstrate our methodology, not a real client. Client materials are never published. Scenario: Registered Nurse with 6 years on a medical-surgical unit, applying for ICU / critical care positions.

THE AFTER — the optimized resume

Priya Raman

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PROFESSIONAL SUMMARY

Registered Nurse (RN, active multistate license — Nurse Licensure Compact) with 6 years of acute-care experience on a 32-bed medical-surgical/telemetry unit. BLS and ACLS certified (AHA); NIHSS certified. Proficient in Epic EHR and Alaris infusion pumps. Managed 4–6 patient med-surg assignments with charge-nurse rotations; now completing a critical care residency pathway targeting ICU practice.

LICENSES & CERTIFICATIONS

Registered Nurse (RN) — active Oregon license, multistate under the Nurse Licensure Compact (NLC)
BLS (AHA) · ACLS (AHA) · NIHSS Certified · CMSRN (in progress, AMSN)

PROFESSIONAL EXPERIENCE

Registered Nurse (Med-Surg/Telemetry) — Riverbend Medical Center · Jun 2019 – Present

- Deliver direct care for 4–6 patient assignments on a 32-bed medical-surgical/telemetry unit, including post-operative, cardiac telemetry, and complex wound patients, documenting in Epic.
- Recognized deteriorating patients early using NEWS2 scoring, initiating 15+ rapid responses in the past year with zero failure-to-rescue events on assigned patients.
- Serve as relief charge nurse (2–3 shifts/month) for a 12-nurse team: bed management, acuity-based assignments, and escalation to the rapid response team.
- Co-led the unit's CAUTI-reduction initiative — nurse-driven catheter removal protocol — contributing to a 43% reduction in catheter days over 12 months.
- Precept 2–4 new-graduate nurses per year through a 12-week orientation program, with all preceptees passing competency validation on first attempt.

Staff Nurse — Riverbend Medical Center · Jun 2017 – Jun 2019

- Provided direct care on a 28-bed general medical unit while completing the hospital's new-graduate nurse residency program.

SKILLS

Registered Nurse (RN) · Medical-Surgical · Telemetry · Charge Nurse · Patient Ratios 1:4–1:6 · Acuity-Based Staffing · Epic EHR · Alaris Infusion Pumps · Pyxis · Barcode Medication Administration (BCMA) · BLS (AHA) · ACLS (AHA) · NIHSS Certified · CMSRN (in progress) · CAUTI/CLABSI Prevention · Falls Reduction · Rapid Response · NEWS2 · Wound Care · Post-Operative Care · Care Plans · Interdisciplinary Collaboration · Patient Education · Preceptorship

EDUCATION

BSN, Oregon Health & Science University — 2017

Both versions, through our ATS simulator

We ran the complete before and after through the same analysis engine as our free ATS simulator, against a realistic posting for "Registered Nurse (RN) — ICU / Critical Care". This is a simulation of how keyword-based parsing and screening behave in general — not a claim about any specific ATS, and not an "ATS score". Every number is computed from the documents by the simulator's own code and verified by our test suite — never typed in by hand.

ATS simulator result	Before	After
Robot record: fields extracted	5 of 8	8 of 8
Content lines lost (mapped to no field)	10	0
Weighted keyword coverage vs the posting	16%	96%
Simulated recruiter-search rank	#7 of 7	#1 of 7

What changed, and why

KEYWORDS & SEARCH

Summary: adjectives out, searchable credentials in

"Dedicated" and "team player" are never typed into a recruiter search box. The rewrite front-loads the exact filters recruiters apply: "Registered Nurse" and "RN" (both forms), license status, "BLS" and "ACLS" with the issuing body, "Epic" by name, the unit type and patient ratio. The med-surg → ICU move is stated honestly — no ICU experience is claimed anywhere.

ATS PARSING

Section headers an ATS can actually recognize

Parsers segment a resume by recognizing canonical section headers — Experience, Education, Skills. A creative header like "My Journey in Care" risks the entire section being misclassified or silently dropped from the parsed profile. Recruiters skim for the same standard anatomy, so conventional headers help both the software and the human.

STRUCTURE & LAYOUT

A dedicated Licenses & Certifications section

Nursing recruiters filter on license and certification fields before anything else, and many ATS map a "Licenses & Certifications" section straight into those fields. The before version scattered this evidence (or left it implicit); the rewrite gives it its own conventionally-named section — license status, compact state coverage, each certification with its issuing body, and honest status for the one still in progress.

ATS PARSING

One date format, everywhere

ATS profiles compute years of experience from the date ranges they parse. Mixed formats — '17, "2019-present", spelled-out months in one entry and abbreviations in the next — misparse often enough that tenure gets calculated wrong, and a recruiter filtering on "5+ years" never sees you. One format (Jun 2019 – Present), applied to every entry.

RECRUITER APPEAL

The duty statement → quantified, checkable evidence

"Responsible for providing patient care" is the single most common phrase on rejected nursing resumes — it matches nothing in a keyword search and proves nothing to a reader. The rewrite carries the unit size, patient ratio, patient types, and the EHR system by name. Every claim is something an interviewer can probe.

RECRUITER APPEAL

"Monitored patients" → early-recognition outcomes

Outcome vocabulary — NEWS2, rapid response, failure-to-rescue — mirrors the quality-metrics language hospital job postings actually use. These are searched terms, not decoration, and the numbers attached to them (15+ rapid responses, zero failure-to-rescue events) turn a duty into a record a hiring manager can verify in an interview.

RECRUITER APPEAL

“Helped train new staff” → a checkable precepting record

Precepting is a real seniority signal in nursing — but only if it is specific. “Helped train new staff members” could describe an afternoon. “Precept 2–4 new-graduate nurses per year through a 12-week orientation program” is a commitment with a scale, a duration, and a result a reference call can confirm.

KEYWORDS & SEARCH

Skills: triple the legitimate keyword footprint

“Electronic health records” finds nothing — recruiters search the product name, so “Epic” does. The rewrite lists both the spelled-out and abbreviated forms, names every system, and states certification status honestly: “CMSRN (in progress)” is searchable without claiming a credential that hasn’t been earned. Not one skill here is invented — the footprint grows by naming what was always true.

Explore this pair as an interactive annotated diff — hover any change to see why it was made — in the Samples section of our site.

THE BEFORE — the resume as it arrived

The complete original. Every highlighted weakness above refers to a line in this document. (Fictional, like the rest of this constructed example.)

Priya Raman

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ABOUT ME

Dedicated and compassionate nurse with several years of experience in a fast-paced hospital environment. Hard-working team player with excellent communication skills, seeking a challenging new role where I can grow.

MY JOURNEY IN CARE

Staff Nurse — Riverbend Medical Center (2019-present)

- Responsible for providing patient care on a busy hospital ward.
- Administered medications and monitored patients.
- Worked with doctors and other staff to ensure good outcomes.
- Helped train new staff members.

Junior Nurse — Riverbend Medical Center (Jun '17 – 2019)

- Cared for patients on the ward.

SKILLS

Patient care · Medication administration · Teamwork · Communication · Time management · Electronic health records

EDUCATION

BSN, Oregon Health & Science University — 2017

The keyword table for "Registered Nurse — ICU / Critical Care"

From our research bank for Registered Nurse (RN): the recruiter-search terms that matter for this title, and whether each version carries them. The after covers 20 of 39 (the before covered 2). The remaining gaps are deliberate: terms that would be untrue for this candidate stay out. We optimize with what is true, never past it.

Recruiter-search term	Before	After
TITLES & SPECIALTIES		
Registered Nurse	—	✓
RN	—	—
Staff Nurse	✓	✓
Charge Nurse	—	✓
ICU / Critical Care RN	—	✓
ER / Emergency Department RN	—	—
Med-Surg RN	—	—
Telemetry RN	—	—
LICENSURE		
Active RN license (state)	—	—
Multistate / compact license (NLC)	—	✓
NCLEX-RN	—	—
BSN / ADN / MSN	✓	✓
NMC registration (UK)	—	—
Provincial registration (Canada)	—	—
CERTIFICATIONS		

Recruiter-search term	Before	After
BLS (AHA)	—	✓
ACLS (AHA)	—	✓
PALS (AHA)	—	—
CCRN (AACN)	—	—
CEN (BCEN)	—	—
CMSRN (AMSN)	—	✓
NIHSS	—	✓
TNCC	—	—
EHR & CLINICAL SYSTEMS		
Epic	—	✓
Cerner / Oracle Health	—	—
MEDITECH	—	—
Pyxis / Omnicell	—	✓
Barcode medication administration (BCMA)	—	✓
PATIENT CARE & ACUITY		
Patient ratios (e.g. 1:2 ICU)	—	✓
Acuity-based staffing	—	✓
Triage	—	—
Care plans	—	✓
Ventilator / vasoactive drip management	—	—
Interdisciplinary collaboration	—	✓
QUALITY & OUTCOMES		
CAUTI / CLABSI prevention	—	✓
Falls reduction	—	✓
Pressure injury prevention	—	—
HCAHPS	—	—
Rapid response	—	✓
Code blue	—	—

Every change in this document maps to our published 12-point checking standard, applied to every delivered order.