JULIAN MERCER

CHARGE NURSE

San Francisco, CA | (415) 555-0148 | julian.mercer@email.com | linkedin.com/in/julianmercer

PROFESSIONAL SUMMARY

Charge Nurse with 11+ years on medical-surgical units, the last five as shift lead of a 36-bed unit with a team of 12 nurses and aides. Builds balanced assignments, manages patient flow with bed management, and coaches staff through high-acuity moments. CMSRN-certified with a record of strong staffing and safety results.

PROFESSIONAL EXPERIENCE

Charge Nurse, Medical-Surgical Mar 2021 - Present
Atrium Health Carolinas Medical Center, Charlotte, NC

- Lead each shift on a 36-bed unit, assigning patients to 10 to 12 staff using acuity, skill mix, and continuity of care.
- Cut average admission-to-bed time by 25 minutes by huddling with bed management twice per shift and prepping discharge-ready rooms early.
- Coordinate rapid response calls and bedside escalations, and lead the post-event debrief for nurses involved.
- Resolved patient and family complaints at the point of care, with only 2 formal grievances escalated in 2025.
- Built the unit's float orientation packet, which shortened float-nurse ramp-up from two shifts to one.
- Analyze weekly fall and pressure injury data with the unit manager and run a monthly skin-rounds routine, helping the unit reach 9 months without a hospital-acquired stage 3 injury.
- Write the shift staffing plan with the house supervisor and request float or incentive coverage early, which kept the unit within safe ratios on all but 3 shifts last year.

Staff Nurse, Medical-Surgical Aug 2017 - Feb 2021

- Delivered care for 5 to 6 patients per shift after general and vascular surgery, with timely medication passes and pain reassessment.
- Served as relief charge on night shift for two years before the permanent promotion.
- Precepted 8 new graduates and nursing students, and three joined the unit as full-time hires.
- Joined the shared governance council and helped roll out hourly rounding, which the unit credited for fewer call-light complaints.
- Mentored three nurses who later became relief charge nurses, with weekly feedback on delegation and escalation.
- Met with pharmacy and case management each morning on discharge barriers, moving 6 to 8 patients a day to ready status before noon.

Registered Nurse Jul 2015 - Jul 2017
Novant Health Presbyterian Medical Center, Charlotte, NC

- Provided direct care on a 28-bed surgical-oncology unit, including chemotherapy support and symptom management.
- Completed a one-year nurse residency program and a quality project on timely discharge teaching.
- Documented medication reconciliation for admissions, catching discrepancies that were flagged to pharmacists.

CORE SKILLS

Shift leadership | Patient assignment and acuity | Bed management | Rapid response coordination | Staff coaching | Conflict resolution | Fall and pressure injury prevention | Quality improvement | Epic | Patient flow | Preceptorship | Incident reporting | Joint Commission readiness

EDUCATION

Bachelor of Science in Nursing, University of North Carolina at Charlotte, Charlotte, NC

CERTIFICATIONS

Registered Nurse (RN), North Carolina Board of Nursing | Certified Medical-Surgical Registered Nurse (CMSRN), MSNCB | ACLS and BLS, American Heart Association