

Mid-Year 2026 Applicant Timeline	
Pre-application Preparation	
February to April	ACE NURSING STUDENT PRESENTATIONS
Tuesday 17 March	March State Exam 2026
Tuesday 31 March	ACE Centre Emails Previous Applicants: ACE Centre emails all applicants who remain on the national talent pool or who remain unhired from 2024 and 2025 recruitment rounds inviting them to reapply for the upcoming round.
Tuesday 7 April	Registered Employers Post Estimated Vacancy Numbers on Employer Websites (optional): Registered Employers are encouraged to post estimated vacancies for each practice setting specialty on employer career websites by COB the day before applications open.
Mid-Year 2026 Recruitment Round Opens	
Wednesday 8 April, 9am	Applications Open on the ACE RN Website: The ACE application portal automatically opens at 9am to allow students to start submitting applications.
Tuesday 5 May, 12pm (noon)	Applications Close: 4 weeks for applications to be completed on the ACE RN website.
Wednesday 6 May - Friday 15 May	ACE Application Assessments: ACE Centre has 8 working days to assess all completed applications against the national framework criteria and create spreadsheets for each employer of those applicants who have nominated them as one of their 3 preferred employers.
Monday 18 May – Friday 26 June	Employer Interviews and Assessments: Employers determine the number of vacancies they want to fill and have 6 weeks to screen and interview applicants and make their selections to hire, ranking their applicants in preference order. Employers should interview more applicants than places available to ensure their vacancies are filled. However, it is recommended that employers do not rank an applicant they do not wish to hire.
Friday 19 June	End of Year 2025 Talent Pool Closes
Monday 29 June	Application Edits and Updates Close: Applicants have until Monday 9am to change their employer preferences, if their change of preferences are not submitted prior to this time they will not be changed.
Monday 29 June - Friday 3 July	Electronic Match and Audit Conducted: ACE Centre has 1 week to conduct the electronic match, audit match results and compile matched applicant spreadsheets for each employer.
Friday 3 July	Electronic Match Results Distributed: ACE Centre sends matched applicant lists to employers.
Monday 6 July – 4pm, Wednesday 8 July	Early Talent Pool: Employers going through the Early Talent Pool process have 3 working days to confirm if there are any further people on their Early TP that they wish to employ. Employers are required to email ACE Centre by 4pm Wednesday with any further applicant names.
Monday 13 July, 5pm	Official Match Results/ Employer Spreadsheets Distributed : ACE Centre Emails all employer participants with the full list of electronically and manually matched applicants.
Tuesday 21 July	July State Exam 2026
Wednesday 22 July, 9am	Notification of Match Result Emails: ACE Centre emails all applicants letting them know if successful or not. ACE Centre notifies ALL applicants simultaneously via email whether they have been successful or not.
Wednesday 22 July onwards	Employers Offer Letters: From today, employers send offer letters directly to successfully matched applicants formally offering them their position.
Thursday 23 July	Mid-Year Talent Pool Opens: ACE Centre compiles and opens the national talent pool for employers. ACE Centre also uploads excel copy of spreadsheet to the Portal manually as this excel spreadsheet includes the reference scores while the live TP spreadsheet doesn't. This involves compiling a single spreadsheet of all remaining applicants who have not yet been matched and sending this to all employers. Employers use this list to fill any remaining or subsequent SFYP (NEtP)/NESP positions.
Wednesday 29 July, 5pm (or later - 7 days after offer letter)	Applicants Accept or Decline Employer Offers: Successfully matched applicants have 1 week to accept or reject offers and respond to the employer. If they have not responded by this time they are assumed to be rejecting the offer and the position will be offered to another applicant. The applicant who did not respond will then also be removed from this recruitment round altogether as per the rules following rejection of an offer.
Thursday 6 August	**July State Exam Results Released by NCNZ
From 7 September 2026	Successfully matched nursing graduates begin work with employers, starting dates will vary