



ACE Nursing for New Zealand Graduate Registered Nurses

2026

Cynthia T.Zin
ACE Recruitment Consultant



What is ACE?

- ACE stands for Advanced Choice of Employment
- ACE-RN is a platform for eligible NZ trained RNs to apply for their first RN job.
- You can apply to multiple employers at once, simplifying job hunting.
- The ACE-RN process is not the only way to apply for an RN position, it's just one platform, we recommend you continue to look and apply for jobs directly as well as applying through ACE.



First RN position

- Stepping into your first role as a qualified RN marks the beginning of a diverse career.
- **Remember that every practice setting contributes to your knowledge and critical thinking skills.**
- View each role as an opportunity, and you'll build an impressive CV over time.

Components of ACE



Match process

2 times a year: Comparing applications to a limited number of available roles

A range of employers - includes all Health NZ Districts, Southern Cross, Ryman Healthcare, Corrections, Evolution Healthcare and some large Primary Healthcare & Aged Care Providers



Talent pool

Vital source of graduate RN for a wide range of employers including Health NZ, and wider primary health care and community providers

Supported first year of practice SFYP



- Used by a range of employers including Health NZ transition to professional practice
- Uses a proven research-based graduate transition model.
- Individualised to each graduate
- Preceptorship for up to 12 months
- Reflecting the practice setting

Nurse entry to specialist practice: NESP



- Mental health, addiction and intellectual disability (MHAID) services
- The programme combines theory, supported clinical experience, clinical preceptorship and supervision
- Postgraduate Certificate in Mental Health and Addiction Nursing on completion of the programme
- Funded by Health NZ through Te Pou

Eligibility Criteria

Citizenship/Residency

- NZ citizen, permanent resident, returning resident visa, or Australian citizen

Final Year/Completed

- In final year of studying **OR**
- Completed NCNZ-approved pre-registration nursing qualification

NZ Study Requirement

- Studied qualification at NZ tertiary institution

State Final Exam

- About to sit or already passed RN State Final Exam

Work Experience Limit

- Never worked as NZ RN **OR**
- Worked fewer than 3 months (90 days) continuously as NZ RN by application closing date

Full criteria is available on 'Eligibility' section, ACE-RN website for comprehensive information.

Ineligible Visa types

- Resident Visas
 - not eligible as part of the ACE-RN process
 - may not have any work restrictions in NZ or are indefinite however, you are restricted for **re-entry** into NZ once you've left
- If you are New Zealander *born in Australia* but have lived in New Zealand most or all of your life, you may not have a Permanent Resident Visa or have NZ Citizenship. You MUST check this



Date: 16/Jan/2015
Number of Entries: Multiple
Client Number: [REDACTED]
Family, Given names: [REDACTED]
Others included: [REDACTED]
Others included: [REDACTED]
Passport No: [REDACTED] Sex: [REDACTED] Date of Birth: [REDACTED] Citizenship: [REDACTED]

First entry before: N/A
Expiry date travel: 16/Jan/2017
Visa expiry: Indefinite

Notes: Visa is invalid if holder is outside NZ with expired travel conditions. Please apply for this visa when the passport expires.

Not Eligible

IMMIGRATION
NEW ZEALAND

End of Year 2026 Timeline

- State Final Examinations
- 17 November

| Milestone | Date |
|---|---|
| ACE-RN applications open | 9am Wednesday, 5 August |
| ACE-RN applications close | 12pm (noon NZT) Tuesday, 1 September |
| ACE-RN assess complete applications | Wednesday, 2 September - Friday, 11 September |
| Employers interview, shortlist and rank applicants | Monday, 14 September - Friday, 23 October |
| Applicants must have all employer preference changes to ACE | 5pm Friday 23 October |
| ACE-RN national match | Tuesday 27 October - Friday 6 November |
| ACE-RN match outcome notified | Wednesday, 18 November |
| ACE-RN Talent Pool Released | Thursday, 19 November |

Register at nursing.acenz.net.nz

Checklist

- Eligibility for ACE-RN Nursing
- Personal Details
- Education – e.g. copy of academic transcript
- Preferences – Select up to (3) employers and (5) practice settings preferences
- Documents – Primary Identification & Residency Documents, CV & cover letters
- References – Request References
- Workforce Statistical Questionnaire
- Consent

Application Checklist

Application Checklist



ACE

Check List

You are currently editing the application for [Quentin Campbell](#) [cancel](#)
Username: Quentin Campbell Email: nursing@acenz.net.nz

Mid-Year 2017 Nursing ACE Intake

Your Application is Complete
Application Number : 54444216

Note: There is no submit button. Provided your application status is complete at the time applications close your application will automatically be taken through to the next stage of the ACE process.

| | |
|-----------------------------|---|
| Eligibility for ACE Nursing | ✓ |
| Personal Details | ✓ |
| Education | ✓ |
| Declaration | ✓ |
| Preferences | ✓ |
| Documents | ✓ |
| References | ✓ |
| Workforce Questionnaire | ✓ |
| Consent | ✓ |

ACE

Check List

You are currently editing the application for [Linda Zhong](#) [cancel](#)
Username: L Email: linda.

End of Year 2024 ACE Nursing Intake

Your Application is Incomplete
Application Number : 81C4D0E6

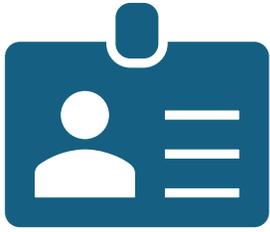
Note: There is no submit button. Provided your application status is complete at the time applications close your application will automatically be taken through to the next stage of the ACE process.

| | |
|-----------------------------|---|
| Eligibility for ACE Nursing | ✓ |
| Personal Details | ✓ |
| Education | ! |
| Declaration | ✓ |
| Preferences | ✓ |
| Documents | ! |
| References | ! |
| Workforce Questionnaire | ✓ |
| Consent | ! |

✓ Complete

! Incomplete

ID Documents

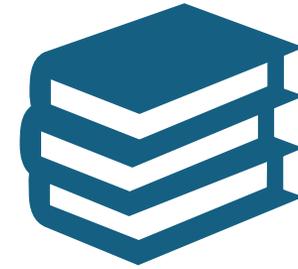


NZ & AU Citizens:

The photo page of Passport **OR**

NZ citizenship certificate **OR**

Full NZ birth certificate (*issued on or after
1 January 1998*)



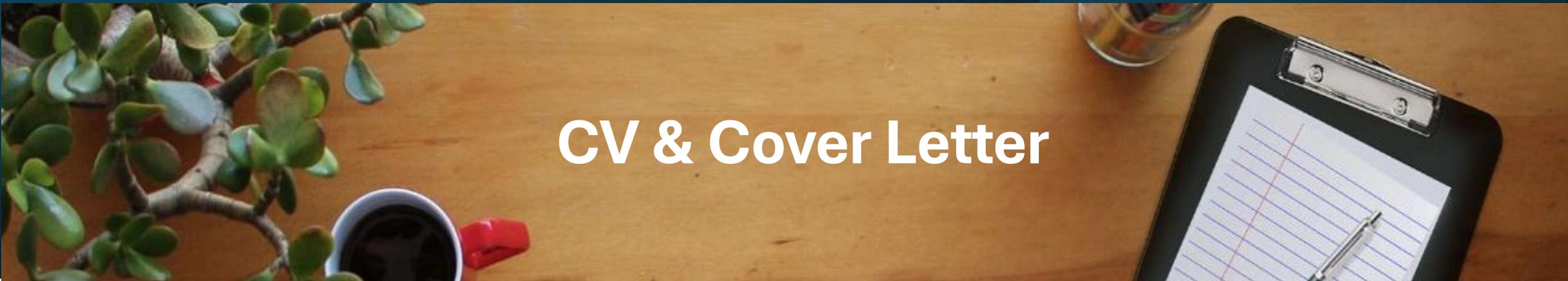
Permanent Resident Visa Holders:

Photo page of an Overseas Passport

AND

Permanent Resident Visa

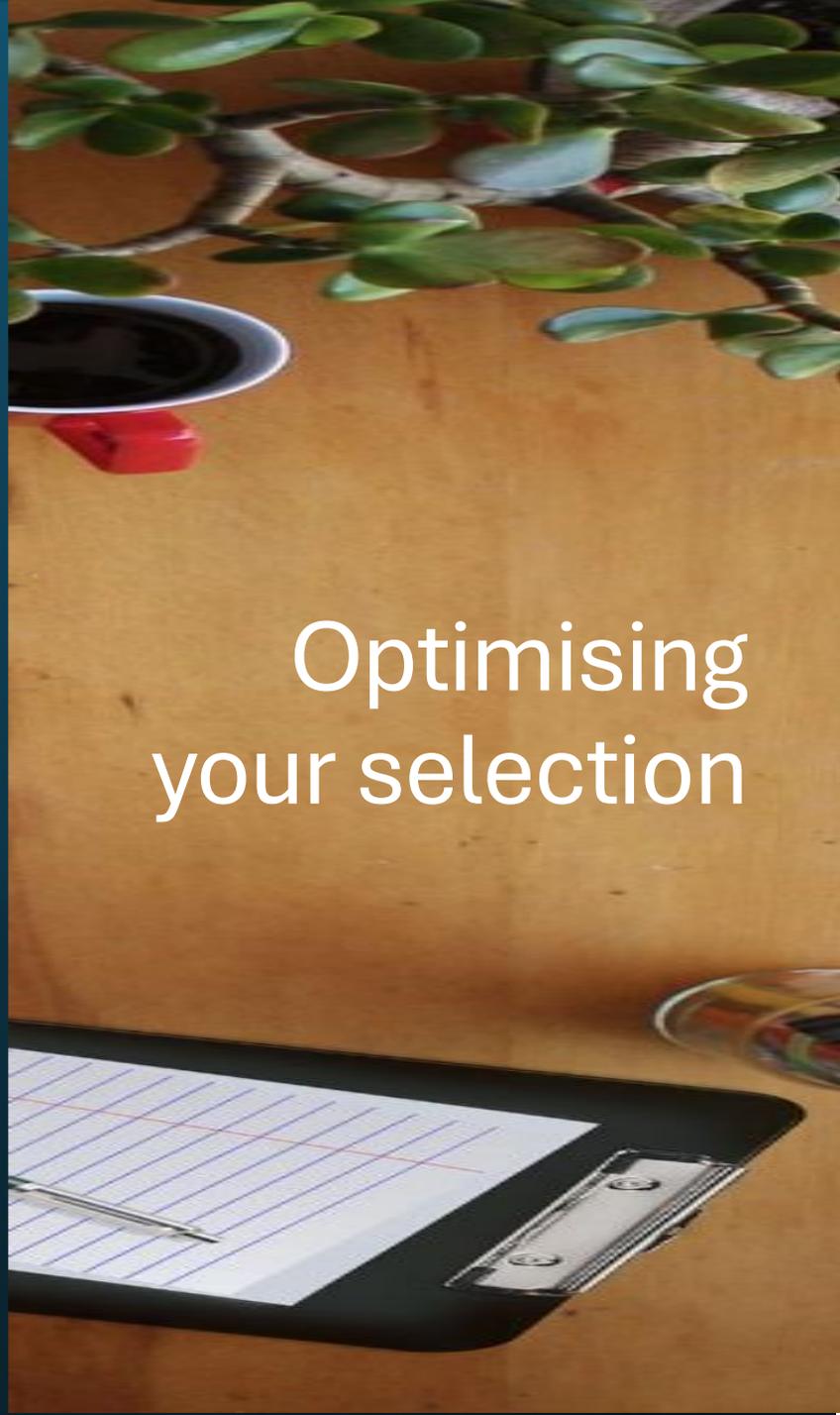
Refer to 'How to Apply' section, ACE-RN website for comprehensive information.



CV & Cover Letter

Ensure that your CV and cover letters are clear, succinct and correctly structured

ACE-RN CV & cover letter templates with instructions and advice are available for download



Optimising your selection

Think carefully

Use your selections wisely...

Select up to 3 Employers

- Don't limit yourself to only one - **pick up to 3**
- Choose somewhere you have had clinical experience.
- If you are applying in a region that you don't currently live/study in, explain why you want to move.

Select up to 5 Practice Settings

Select up to 5 but choose somewhere you have had a placement and check your selection is available with the employers /districts you have chosen.



Requesting References

- You need **two** references,
 - one **Nurse Preceptor**
 - one **Clinical Tutor** who **supervised your final placement**
- The reference is requested provided electronically via the ACE-RN portal
- Ask your referees for permission **BEFORE** you send the ACE electronic reference request
- Double check you have the correct email address for your referees
- Your referee report and your application is only complete once both your referees have completed and submitted your reference to ACE-RN
- Both referees **MUST** complete and submit their referee reports to ACE-RN before **12pm (noon), Tuesday 5th May 2026.**
- **It is your responsibility to follow up with them.**

Common application mistakes

Applying to the wrong portal i.e. EN – double check

Entering contact details incorrectly – double check name & email address of both yourself and referees

Indicating a scholarship on application but not providing proof of scholarship

Requesting references late in the application process, the earlier the better!

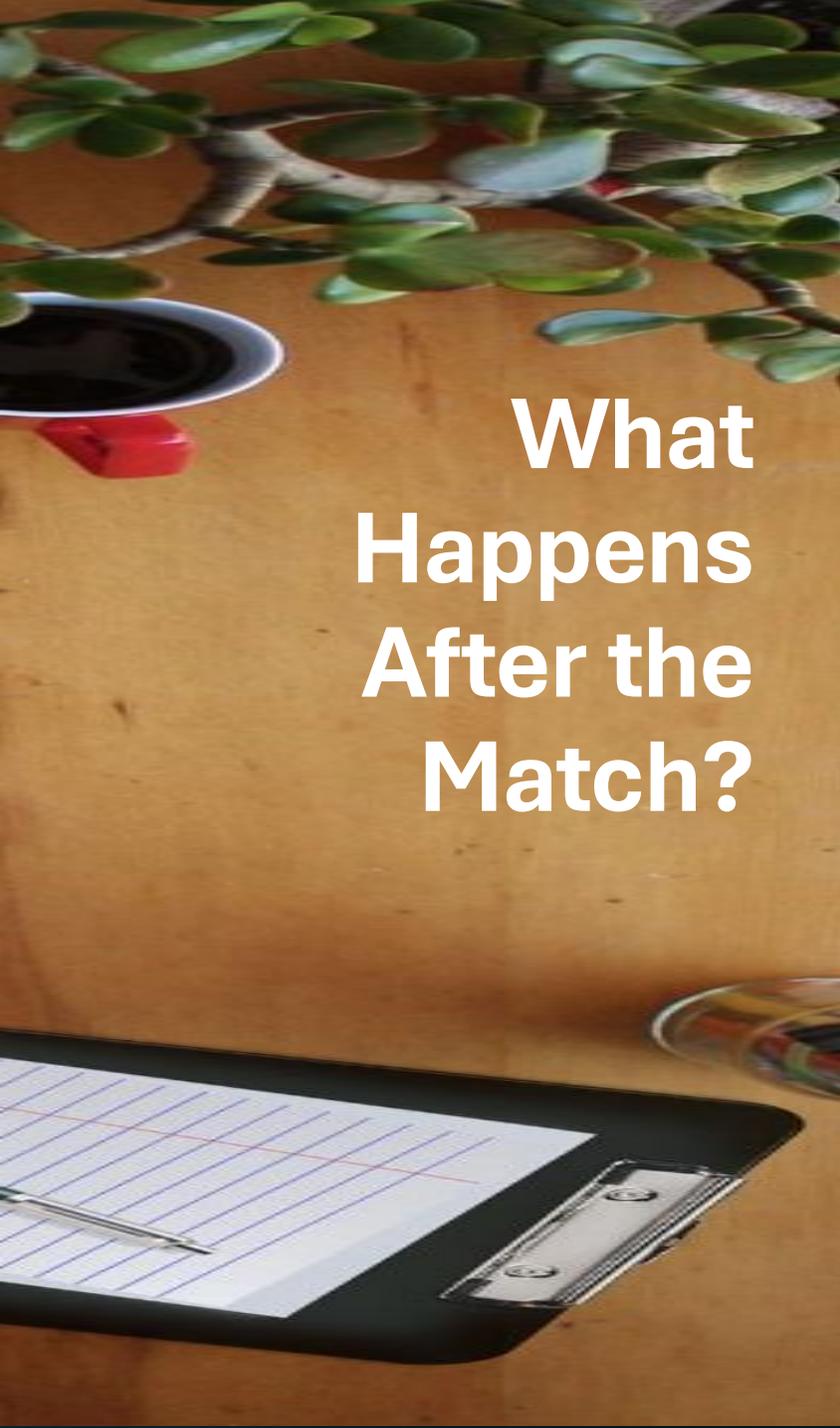


Interviews & Assessments

Employers use their own interview or assessment processes

The ACE Consultant does not have access to the shortlist of applicants **this is an employer process**

Employers then send their selections & ranking of applicants back to ACE-RN along with a confirmed number of available positions



What Happens After the Match?

Not matched

- Receive notification email from ACE-RN (9am morning)
- The **national talent pool is** sent to all Registered Employers
- If still eligible applicants can re-apply in next intake

Matched

- Receive notification email from ACE-RN (9am morning)
- Receive offer letter from employer (From 1pm afternoon)
- Go back to employer with acceptance/decline

Any Questions?

ACE-RN Nursing Website

<https://nursing.acenz.net.nz>

ACE Nursing Facebook Page

ACE Contact Centre (Mon – Fri)

📞 0800 223 236 ✉ ACE.RN@tewhatauora.govt.nz

Job Boards

[Health New Zealand Career Site](#)

Other employer websites and Trade Me, Seek

