



ACE Nursing for New Zealand Graduate Registered Nurses

2025

Linda Zhong
ACE Recruitment Consultant



What is ACE?

- ACE is a platform for eligible NZ trained RN to be placed in their first RN job.
- You can apply to multiple employers at once, simplifying job hunting.
- The ACE Process is not the only way to apply for an RN position, its just one platform, we recommend you continue to look and apply for jobs while you are on 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 PHC & Aged Care Providers



Talent pool

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

Large number of employers, applicants can apply directly

Nurse entry to practice NEtP



- A supported entry to practice – structured education programme for general health settings.
- Preceptorship for up to 12 months
- Run by Health NZ and some of the larger private, primary and aged care employers

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
- Run by Health NZ through Te Pou

Supported first year of practice SFYP



- Used by Primary Health Care/ Community/ Aged care employers to tailor a supported first year of practice.
- Funded by Health NZ
- Preceptorship for up to 12 months
- Reflecting the practice setting, e.g., primary health care, aged care and community.

Ineligible

- Resident Visas
 - not eligible as part of the ACE 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

Mid-Year 2025 Timeline

- State Final Examinations
- 15 July

Milestone	Date
ACE Nursing applications open	9am Wednesday, 2 April
ACE Nursing applications close	12pm (noon NZT) Tuesday, 29 April
ACE assess complete applications	Wednesday, 30 April - Friday, 9 May
Employers interview, shortlist and rank applicants	Monday, 12 May - Thursday 19 June
Applicants must have all employer preference changes to ACE	9am, Monday 23 June
ACE Nursing national match	Monday, 23 June - Friday, 4 July
ACE Nursing match outcome notified	Wednesday, 16 July
ACE Nursing Talent Pool Released	Thursday, 17 July

Register at nursing.acenz.net.nz

Checklist

- Eligibility for ACE Nursing
- Personal Details
- Education – e.g. copy of academic transcript
- Preferences – Select employer and practice setting preferences
- Documents – Primary Identification & Residency Documents, CV & cover letter
- References – Request References
- Workforce Statistical Questionnaire
- Consent

Application Checklist

Application Checklist

ACE+ logo

- CHANGE LOGIN DETAILS
- YOUR PROFILE
- YOUR APPLICATION
APP NUMBER: 5444216

Check List

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

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 : 5444216

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+ logo

- CHANGE LOGIN DETAILS
- YOUR PROFILE
- YOUR APPLICATION
APP NUMBER: 81C4D0E6

Check List

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

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



Permanent Resident Visa Holders:

Photo page of an Overseas
Passport **AND**

Permanent Resident Visa



CV & Cover Letter

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

ACE Nursing 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 employer-pick 3
Choose somewhere you have had clinical
experience

Select up
to 5
Practice
Settings

Select 5 but choose somewhere you have had a
placement and check your selection is available in
your area.



Requesting References

- You need two references, from one **Nurse Preceptor** and one **Clinical Tutor** who **supervised your final placement**
- 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
- Both referees **MUST** complete and submit their referee reports to ACE before **12pm (noon), Tuesday 29th April 2025**

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 along with a confirmed number of available positions



What Happens After the Match?

Not matched

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

Matched

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

Any Questions?

ACE Nursing Website

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

ACE Nursing Facebook Page

ACE Contact Centre (Mon – Fri)

📞 0800 223 236

✉ ACE.RN@tewhatauora.govt.nz

Kiwi Health Jobs Website www.kiwihealthjobs.com

Regional Health New Zealand Career Websites

Other employer websites- some are linked from the ACE website

