**NURSING CAREER LADDER**

**ENTRY LEVEL**

- **Staff Nurse**
  - $59,000 - $70,259/year
  - Education:
    - Certificate/Associate, Experience from clinical

**3+ YEARS EXPERIENCE**

- **Medical Lab Technician**
  - $37,472 - $53,381/year
  - Education:
    - Certificate/Associate, Experience from clinical

**5+ YEARS EXPERIENCE**

- **Intensive Care Unit Nurse (ER, OR, NICU and PICU)**
  - $59,000 - $70,259/year
  - Education:
    - Associate/Bachelor’s

**7+ YEARS EXPERIENCE**

- **Clinical Nurse Specialist**
  - $70,259 - $83,744/year
  - Education:
    - Bachelor’s/Masters

- **Director of Nursing**
  - $94,617 - $130,241/year
  - Education:
    - Masters

- **Nurse Practitioner**
  - $94,236 - $116,929/year
  - Education:
    - Masters

- **Nurse Manager**
  - $83,744 - $99,929/year
  - Education:
    - Bachelor’s/Masters

- **Charge Nurse/Clinical Manager**
  - $70,259 - $83,744/year
  - Education:
    - Associate/Bachelor’s

**7+ YEARS EXPERIENCE**

- **Nurse Manager**
  - $83,744 - $99,929/year
  - Education:
    - Bachelor’s/Masters

**DIRECTOR OF NURSING**

- $94,617 - $130,241/year
  - Education:
    - Masters

**NURSE PRACTITIONER**

- $94,236 - $116,929/year
  - Education:
    - Masters

**Clinical Nursing Officer**

- $130,241 - $198,595/year

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*Not all positions require an internship at entry level.

**Data Source:** EMSI | Burning Glass | 2021 - 2031 projection. These are general examples of positions that might be found in this career track. Actual positions and salaries vary depending on the industry and individual company.

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