



Sage Ibarra

Assistant Nurse Manager, Progressive Care Unit

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STRENGTHS

- 🌙 **Night Shift Leadership**
Guided charge nurses through staffing gaps and changing acuity, gaining trust during difficult overnight decisions.
- 💡 **Clinical Escalation**
Recognized telemetry and neurological changes early, then coordinated focused response with physicians and specialty teams.
- 👥 **Staff Development**
Precepted nurses entering charge roles, using real handoff challenges as practical lessons for safer decisions.
- ♥️ **Cross Unit Coordination**
Connected emergency, critical care, perioperative, and receiving teams so transfers arrived with clear clinical context.
- 👤 **Direct Care Judgment**
Stepped into patient assignments during urgent changes, keeping bedside needs visible during supervisory work.

SKILLS

- Progressive Care Nursing
- Nursing Management
- Charge Nursing
- Matrix Management
- Hospital Direct Care Telemetry
- Medical Surgical Nursing
- Acute Care Critical Care
- Emergency Nursing Neuroscience
- Post Surgical Care Trauma Care
- Clinical Supervision
- Multidisciplinary Handoffs

SUMMARY

Registered Nurse and progressive care leader with 10 years of hospital nursing experience across PCU, **telemetry**, adult **medical surgical**, **post surgical**, emergency, acute care, critical care, neuroscience, oncology, pediatric, and maternal child settings. Directs night shift operations, assigns resources through matrix structures, and provides bedside intervention when patient status changes. Leads charge nurses and bedside RNs through assessment, prioritization, escalation, admissions, transfers, staffing gaps, and high census periods. Applies telemetry interpretation, EKG review, **NIH Stroke Scale** assessment, ACLS protocols, trauma readiness, emergency response, and resuscitation standards. Clear handoffs connect direct care teams with emergency, critical care, perioperative, medical surgical, specialty, and physician services. Associate degree prepared RN with active Florida licensure and current BLS, ACLS, PALS, NIH Stroke Scale, NRP, NALS, CEN, TNCC, CNIM ABRET, EKG, and workplace violence credentials.

EXPERIENCE

Assistant Nurse Manager, Progressive Care Unit

Gulfview Medical Center 📅 January 2024 - Present 📍 St. Petersburg, FL

Directs night shift operations for a 32 bed **progressive care unit** serving telemetry, post surgical, acute medical, and neuroscience patients. Leads charge nurses and bedside RNs, balances staffing with acuity, and provides direct care during urgent clinical changes.

- Directed **night shift** operations for a 32 bed PCU serving telemetry, post surgical, acute medical, and **neuroscience** patients.
- Applied telemetry interpretation, NIH Stroke Scale assessment, ACLS protocols, and escalation during rapid patient changes.
- Led charge nurses through admissions, transfers, staffing gaps, and high census periods using **matrix management** practices.
- Reviewed handoffs, care plans, and safety concerns connecting **critical care**, emergency, **perioperative**, and medical surgical services.
- Coached nurses on trauma readiness, emergency response, workplace violence procedures, and resuscitation standards.
- Stepped into patient assignments supporting medication administration, EKG review, post surgical monitoring, and discharge planning.

Charge Nurse, Telemetry and Medical Surgical

Suncoast University Hospital 📅 March 2021 - December 2023 📍 Tampa, FL

Led night shift assignments across telemetry and adult medical surgical beds while coordinating cardiac, oncology, neurological, and post surgical care. Supported charge development, clinical escalation, transfers, staffing adjustments, and multidisciplinary handoffs during changing census and acuity.

- Led **night shift** assignments across telemetry and adult **medical surgical** beds for varied patient acuity.
- Interpreted telemetry trends and 12 lead **EKG** findings, escalating significant changes for rapid evaluation.
- Coordinated transfers from emergency, **critical care**, and perioperative **recovery** with monitoring and medication continuity.
- Supported stroke and neurological assessments using **NIH Stroke Scale** practices and established escalation pathways.
- Precepted RNs entering charge roles, reinforcing prioritization, delegation, communication, and handoff quality.
- Managed shared hospital resources during surges and callouts, preserving safe coverage across active units.

LANGUAGES

English Native

Spanish Intermediate

MY CAREER



● Assistant Nurse Manager, Progressive Care Unit at Gulfview Medical Center (2.7 Years)

● Charge Nurse, Telemetry and Medical Surgical at Suncoast University Hospital (2.8 Years)

● Registered Nurse, Emergency and Acute Care at Harbor Point Medical Center (2.6 Years)

● Registered Nurse, Medical Surgical and Maternal Child Float at Bayfront Community Hospital (1.7 Years)

Registered Nurse, Emergency and Acute Care

Harbor Point Medical Center 📅 July 2018 - February 2021 📍 Clearwater, FL

Delivered emergency and acute nursing care for adult and pediatric patients with medical, surgical, traumatic, and minor urgent conditions. Served as relief charge nurse while coordinating department flow, telemetry monitoring, resuscitation, specialty consultation, and inpatient transfer readiness.

- Delivered emergency and **acute care** for adult and **pediatric** patients with medical, surgical, and traumatic conditions.
- Applied BLS, ACLS, PALS, CEN, and TNCC practices during **resuscitation**, trauma evaluation, and cardiac events.
- Managed telemetry and EKG monitoring for admitted patients, communicating actionable rhythm findings to receiving units.
- Supported **oncology** complications, neurological symptoms, **post surgical** concerns, and critical care stabilization before transfer.
- Maintained pediatric and neonatal emergency readiness through PALS, NRP, and NALS competencies.
- Served as relief **charge nurse**, organizing assignments and coordinating inpatient leaders during capacity constraints.

Registered Nurse, Medical Surgical and Maternal Child Float

Bayfront Community Hospital 📅 October 2016 - June 2018 📍 Sarasota, FL

Provided hospital direct care across adult medical surgical, post surgical, postpartum, mother and baby, and newborn nursery services. Built early charge capability through break coverage, staff support, evening coordination, neonatal stabilization workflows, and communication with nursing supervisors.

- Provided adult **medical surgical** and **post surgical** care, building assessment, medication, recovery, and discharge skills.
- Supported postpartum, **mother and baby**, and **newborn nursery** services after supervised unit orientation.
- Supported **labor and delivery** transitions and neonatal stabilization workflows within RN scope using **NRP** training.
- Monitored post operative patients after perioperative services, escalating respiratory, wound, pain, and mobility concerns.
- Contributed to outpatient follow up and discharge coordination for continued specialty care and documented continuity needs.
- Coordinated break coverage, supported new staff, and communicated unit status during evening and night operations.

PROJECTS

Progressive Care Night Shift Coordination 📅 2026

Coordinated staffing, escalation, handoffs, and direct care across a 32 bed PCU serving telemetry, post surgical, acute medical, and neuroscience patients.

Telemetry and Stroke Response Workflow 📅 2023

Connected telemetry review, EKG findings, NIH Stroke Scale assessment, and escalation pathways for time sensitive changes across hospital services.

LEADERSHIP & AWARDS

- Assistant Nurse Manager leadership for night shift progressive care operations, staffing, and clinical escalation.
- Relief charge nurse leadership supporting emergency department flow, assignments, and inpatient capacity coordination.

EDUCATION

Associate of Science in Nursing

Gulf Coast State College 🎓 GPA: 4.0 📅 2016 📍 Panama City, FL

Coursework: *Progressive care nursing, medical surgical nursing, emergency nursing, pharmacology*

CERTIFICATIONS

- Registered Nurse, Florida Board of Nursing 📅 2026
- Basic Life Support, American Heart Association 📅 2026
- Advanced Cardiac Life Support, American Heart Association 📅 2026
- Pediatric Advanced Life Support, American Heart Association 📅 2026
- NIH Stroke Scale Certification, American Heart Association 📅 2026
- Neonatal Resuscitation Program, American Academy of Pediatrics 📅 2025
- Neonatal Advanced Life Support, American Academy of Pediatrics 📅 2025
- Certified Emergency Nurse, Board of Certification for Emergency Nursing 📅 2024
- Trauma Nurse Core Course, Emergency Nurses Association 📅 2025
- Certificate for Neurophysiological Intraoperative Monitoring, AAET 📅 2023
- Certified EKG Technician, National Healthcareer Association 📅 2022
- Workplace Violence Certification 📅 2026
- Florida Driver License 📅 2026

TECHNICAL SKILLS

- **Patient Care Settings:** Progressive care, medical surgical, acute care, critical care
- **Cardiac Monitoring:** Telemetry, EKG interpretation, 12 lead EKG
- **Emergency Nursing:** Emergency care, trauma care, resuscitation
- **Neurological Care:** Neuroscience, NIH Stroke Scale, stroke assessment
- **Maternal Child Care:** Postpartum, mother and baby, newborn nursery
- **Neonatal Care:** NRP, NALS, neonatal stabilization
- **Leadership Operations:** Charge nursing, nursing management, matrix management
- **Patient Flow:** Admissions, transfers, perioperative recovery
- **Clinical Communication:** Multidisciplinary handoffs, care plans, escalation
- **Safety Practices:** Workplace violence, medication safety, trauma readiness
- **Certifications:** BLS, ACLS, PALS, CEN, TNCC
- **Hospital Populations:** Adult care, pediatric care, oncology care

PROFESSIONAL AFFILIATIONS

- Florida Board of Nursing, active Registered Nurse license.
- American Heart Association, current resuscitation and stroke education credentials.

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST