Registered Nurse · Nurse manager

Charlotte, NC · 25-mile radius

6.6 / 10 Elevated



Registered Nurse · Nurse manager in Charlotte, NC is Elevated: 6.6 out of 10.

DO THESE THREE THINGS

1. **Post the recommended range**
   Lead the posting with the recommended offer range on this page.
2. **Call these workplaces first**
   See Who you compete with.
3. **Contact these colleges**
   See Colleges and programs.

JOBS NEARBY
~21,171
within 25 mi · federal wage survey

RECOMMENDED OFFER RANGE
$103,660 to $110,020 or more
published local pay

HIRING PACE
~40 days
North Carolina · all jobs

Takeaway. Post the recommended offer range on this page before spending on ads.

CONTENTS

The answer	1	Why it's hard	2
Who you compete with	3	Where to find people	4
What to do	5-6	Interview kit	6-7
Scorecard	8	Benefits	9
Impress a candidate	10-11	Appendix	12

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

Supply and demand

- Statewide North Carolina supply is about 83% of projected 2028 demand (HRSA), a shortage.
- ~21,171 people are employed in this occupation within 25 miles of the Charlotte-Concord-Gastonia metro area (federal wage survey).
- The full metro estimate is ~27,010.

LOCATION AND RURALITY

2.0

Mecklenburg County is a large-metro county.

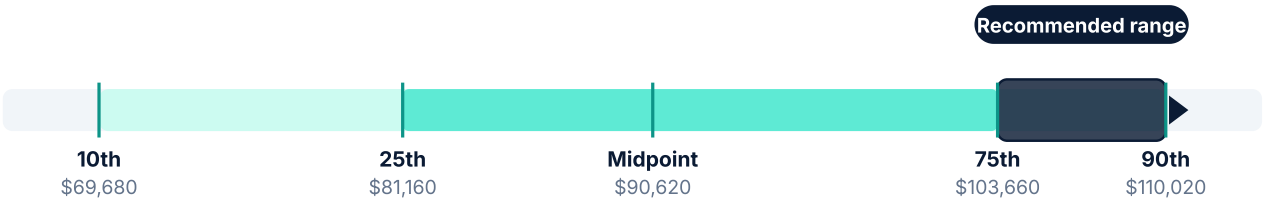
ROLE TYPE

7.0

Preparation level 4 on a 1 to 5 scale for Registered Nurses.

Pay position

Recommended range against published local pay.



LOCAL MIDPOINT

$90,620

half of published local pay is below it

PAY RANGE · RECOMMENDED OFFER RANGE, MANAGER LEVEL

$103,660 to $110,020 or more

- Elevated market, 6.6 out of 10.
- About 21,171 people are employed in this occupation within 25 miles.
- Statewide hiring pace is about 40 days.
- Manager-level pay starts at the 75th percentile, up from the 65th percentile for a staff role.

The range uses published local pay for this market.

Takeaway. The Hire-Difficulty Index for this role is 6.6 out of 10, rated elevated.

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

Top places to find this profession

- Inside 25 miles, from the federal NPI registry.
- Ranked by likely headcount for this profession.
- Google ratings are in the client portal.

WORKPLACE AND ADDRESS	PHONE	TYPE	WHY IT RANKS	MILES
Carolinas Medical Center 1000 Blythe Blvd, Charlotte, NC	(704) 355-2000	General Acute Care Hospital	largest hospital campus in radius	1.5 mi
Cabarrus Memorial Hospital 920 Church St N, Concord, NC	(704) 783-3000	General Acute Care Hospital	hospital campus	21.0 mi
Daymark Recovery Services 284 Executive Park Dr, Concord, NC	(704) 939-1100	Nursing Care	independent workplace	21.0 mi
The Presbyterian Hospital 200 Hawthorne Ln, Charlotte, NC	(704) 384-4000	General Acute Care Hospital	hospital campus	1.3 mi
Mecklenburg County 249 Billingsley Rd, Charlotte, NC	(704) 336-4776	Clinic/Center, Community Health	independent workplace	5.0 mi
Mercy Mercy Hospital, Inc 2001 Vail Ave, Charlotte, NC	(704) 379-5000	General Acute Care Hospital	hospital campus	2.5 mi
Encompass Health Encompass Health Rehabilitation Hospital of Fort Mill, LLC 2260 Vista Rd, Fort Mill, SC	(839) 400-2400	Rehabilitation Hospital	hospital campus	14.8 mi
Carolinas Healthcare System 1025 Morehead Medical Dr, Charlotte, NC	(704) 446-2772	General Acute Care Hospital	hospital campus	1.3 mi
Carolinas Rehabilitation 1100 Blythe Blvd, Charlotte, NC	(704) 355-4300	Rehabilitation Hospital	hospital campus	1.5 mi
Atlas Medical Supply and Equipment 2315 Central Ave, Charlotte, NC	(704) 375-3966	Rehabilitation Hospital	hospital campus	3.1 mi

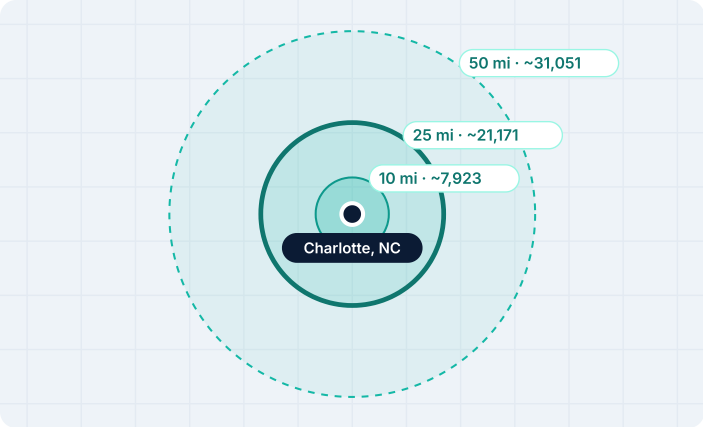
1,852 workplaces are inside 25 miles. The table shows the 10 most likely, ranked by headcount, type, beds, distance. The Workplace Directory has them all. Distance is to the ZIP center.

> **Takeaway.** Call Carolinas Medical Center and Cabarrus Memorial Hospital first. They are the top two workplaces for this profession inside 25 miles.

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

Candidate pool

- Miles are straight-line from Charlotte, NC, not drive time.
- The outer ring is 25 to 50 miles out. The drive is longer.



Supply by radius: 10, 25, 50 miles

EMPLOYMENT ESTIMATE

~21,171

within 25 miles · Charlotte-Concord-Gastonia metro area · federal wage survey

RING	EMPLOYED	POP.
0 to 10 mi	~7,923	798,227
10 to 25 mi	~13,247	1,334,642
25 to 50 mi	~9,881	995,432
Total 50 mi	~31,051	3,128,301

Colleges and programs

- Completions are one year, for this program.
- Miles are straight-line from the place point.

COLLEGE	PROGRAM	COMPLETIONS	MILES	CONTACT
Central Piedmont Community College Charlotte, NC	Registered Nursing	73	1.0	Admissions
Queens University of Charlotte Charlotte, NC	Registered Nursing	88	2.7	Admissions
Carolinas College of Health Sciences Charlotte, NC	Registered Nursing	138	5.7	Website
Chamberlain University-North Carolina Charlotte, NC	Registered Nursing	64	7.9	Admissions
University of North Carolina at Charlotte Charlotte, NC	Registered Nursing	135	8.4	Admissions

21 training programs are inside 50 miles. The table shows the 5 nearest.

> **Takeaway.** Ask the local training programs about graduates and referrals, and widen the ring if applicants run thin.

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

READY TO PASTE

Job posting

Nurse manager, Charlotte, NC, $103,660 to $110,020+ a year.

This is a manager role. You lead the people who do this work.

People in this occupation work in hospitals, clinics, and rehab centers.

Must-haves: a current state license, an associate degree or a bachelor's degree, and considerable prior experience.

To apply, use [apply link or phone].

OFFER BENCHMARK

Where the offer sits



- Recommended base $103,660, 75th percentile.

Pay points from the federal wage survey for this area.

OUTREACH

Outreach scripts

INMAIL

Hiring a Registered Nurse in Charlotte, NC. I can send the pay range.

TEXT

Charlotte, NC has a Registered Nurse opening. Reply yes for the pay range.

PHONE

Calling about a Registered Nurse opening in Charlotte, NC.

HIRING PACE

Time to fill

46 days to fill

Hire difficulty 6.6 / 10

Adjusted from the North Carolina all-jobs pace of 40 days.

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

LOCAL

Local selling points



- Charlotte-Concord-Gastonia, NC-SC is 97, below the U.S. average.
- Training programs for this role are in this pack.

BEA all-items regional price parity, 2023. United States is 100.

OPEN WEEK

Sign-on and an open week

$1,743 per open week

One week of the published median wage.

INTERVIEW KIT

Questions and scorecard

CORE LEADERSHIP

Management style. Tell me about a time when the nurses on your team disagreed with your direction.

SITUATION The unit, the shift, and how the work was being led.
TASK What the nurse personally owned, apart from the team.
ACTION What they said and did to set the way of working.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

Conflict and alignment. Tell me about a time when two people on your team were in conflict and you brought them back to one way of working.

SITUATION Where the nurses pulled apart on the unit.
TASK What the nurse personally owned, apart from the team.
ACTION What they said to the nurses and what they asked and heard.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

Decision and accountability. Tell me about a time when you owned a decision on a busy shift.

SITUATION The call about the assignment and who needed it from them.
TASK What the nurse personally owned, apart from the team.
ACTION What they decided on the assignment, who they told, and how they reasoned.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

STAFF DEVELOPMENT AND TALENT

Coaching. Tell me about a time when a nurse at the bedside was not meeting the standard you set.

SITUATION The gap in the assignment and the person they coached.
TASK What the nurse personally owned and had to decide.
ACTION What they showed on the assignment and what the learner tried.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

Development plan. Tell me about a time when you had to build an individual plan with a nurse who reports to you.

SITUATION A person among the nurses, the gap in the assignment, and the plan.
TASK What the nurse personally owned in the moment.
ACTION What they wrote down for the assignment and what the learner tried.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

Delegation. Tell me about a time when you chose which parts of the shift to delegate and which to keep.

SITUATION The parts of the assignment they handed off and kept.
TASK What the nurse personally owned, apart from the team.
ACTION What they asked for in the assignment and who they coordinated with.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

BUSINESS ACUMEN AND STRATEGY

Result and effort. Tell me about a time when you were accountable for safe coverage.

SITUATION The result on the assignment and the effort behind it.
TASK What the nurse personally owned in the moment.
ACTION What they changed in the assignment and what they re-checked after.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

Change. Tell me about a time when you led a change in how the floor runs.

- SITUATION The change in how the assignment was done and who carried it.
- TASK What the nurse personally owned, apart from the team.
- ACTION What they said about the assignment and what they asked and heard.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

Near term and long term. Tell me about a time when a problem that had to be handled that week competed with a longer-term priority for the nurses you hope to keep.

- SITUATION The problem due now against the longer priority for the nurses.
- TASK What the nurse personally owned, apart from the team.
- ACTION What they did now on the assignment and who they coordinated with.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

PATIENT SAFETY AND ESCALATION

The same day after a safety event. Tell me about a time when a safety event happened on a team you led and you ran the review that day.

- SITUATION The event on the unit that reached the leader that day.
- TASK What the nurse personally owned and had to decide.
- ACTION What they did that day for the nurses and what they asked and heard.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

Backing someone who escalated. Tell me about a time when someone on your team escalated a concern that turned out to be wrong.

- SITUATION The stop on the assignment that turned out unnecessary.
- TASK What the nurse personally owned in the moment.
- ACTION How they responded to the person who stopped the assignment.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

CLINICAL JUDGMENT UNDER PRESSURE

What you want after a hard call. Tell me about a time when someone on your team made a hard clinical call and you asked them to walk you through it.

- SITUATION The hard call about the order and who made it.
- TASK What the nurse personally owned and had to decide.
- ACTION What they asked about the order, what they listened for, and how they reasoned.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

STAFFING AND THROUGHPUT

Coverage you will accept. Tell me about a time when the numbers said a shift was short and you decided what coverage you would accept.

- SITUATION The load carried by the nurses that stopped being sustainable.
- TASK What the nurse personally owned in the moment.
- ACTION What they measured for the nurses, what they changed, and who they coordinated with.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

QUALITY AND COMPLIANCE

A miss you turned into a standard. Tell me about a time when you turned a miss on your team into a standard.

- SITUATION The miss in the assignment and who it affected.
- TASK What the nurse personally owned and had to decide.
- ACTION What they changed in the standard for the assignment, and what they re-checked after.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

ONBOARDING AND RETENTION

A new hire who is still shaky. Tell me about a time when a new hire was through orientation and still shaky.

- SITUATION The new person learning the assignment beside them.
- TASK What the nurse personally owned and had to decide.
- ACTION What they showed on the assignment and what they watched for.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

SCORECARD

Candidate _____ **Date** _____

1-2 vague or hypothetical. 3 specific example with clear action. 4-5 specific example with a measurable result and what they learned.

QUESTION	S	T	A	R	1-5
Management style	☐	☐	☐	☐	
Conflict and alignment	☐	☐	☐	☐	
Decision and accountability	☐	☐	☐	☐	
Coaching	☐	☐	☐	☐	
Development plan	☐	☐	☐	☐	
Delegation	☐	☐	☐	☐	
Result and effort	☐	☐	☐	☐	
Change	☐	☐	☐	☐	
Near term and long term	☐	☐	☐	☐	
The same day after a safety event	☐	☐	☐	☐	
Backing someone who escalated	☐	☐	☐	☐	
What you want after a hard call	☐	☐	☐	☐	
Coverage you will accept	☐	☐	☐	☐	
A miss you turned into a standard	☐	☐	☐	☐	
A new hire who is still shaky	☐	☐	☐	☐	
Total					

Hire · 60 or higher | Maybe · 45 to 59 | Pass · 44 or lower

O*NET 31.0, U.S. Department of Labor, CC BY 4.0

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

BENEFITS THAT WIN THIS ROLE

Benefits that win this role

Ranked for registered nurses.

1 **Paid time off** — EXPECTED BASELINE

The top ask for nurses; state accrual clearly in the posting.

2 **Health & dental insurance** — EXPECTED BASELINE

Second only to time off; candidates expect solid coverage.

3 **Retirement plan** — EXPECTED BASELINE

Long-term security ranks just behind health coverage.

4 **Flexible scheduling** — DIFFERENTIATOR

Most nurses want flexible options; spell out what flexibility actually looks like.

5 **Continuing education support** — DIFFERENTIATOR

Paid learning signals investment in the nurse's growth.

6 **Tuition & license reimbursement** — DIFFERENTIATOR

Covering degrees and license costs lowers the personal cost of staying current.

Sources. Health eCareers, 2026 Job Seeker Report (survey of 550 U.S. healthcare professionals, fielded Nov 2025).

- Expected baseline is the floor candidates look for.
- A differentiator is what sets an offer apart.
- Offer the same benefits to every candidate for the role.

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

Impress a candidate in Charlotte

- Places a visiting recruiter or hiring manager can take a candidate to entertain or impress them.
- Each group starts within 25 miles and widens to 40, 60, 90, then 150 miles until it has enough good options.
- Every line shows its distance.

UPSCALE DINING FOR A SENIOR OR EXECUTIVE HIRE

Prime steakhouse or fine-dining room; quiet enough for an offer-stage dinner.

Capital Grille — Upscale
201 North Tryon Street, Charlotte, NC · 1 mi est. drive

Fleming's — Upscale
210 East Trade Street, Charlotte, NC · 1 mi est. drive

Ruth's Chris Steak House — Upscale
222 South Tryon Street, Charlotte, NC · 1 mi est. drive

BUSINESS LUNCH OR DINNER WITH AN APPLICANT

Broad menu that takes reservations; easy for a lunch or dinner interview.

North Italia — Business meal
1414 South Tryon Street, Charlotte, NC · 1 mi est. drive
northitalia.com/locations/charlotte-nc

Carrabba's Italian Grill — Business meal
1520 South Boulevard, Charlotte, NC · 1 mi est. drive
carrabbas.com

Firebirds — Business meal
3920 Sharon Road, Charlotte, NC · 6 mi est. drive

COFFEE FOR A FIRST CHAT

Local coffee house for a casual first chat.

Wooden Robot Coffee Bar — Coffee
1440 South Tryon Street, Charlotte, NC · 1 mi est. drive
woodenrobotbrewery.com

Waterbean Coffee — Coffee
1111 Metropolitan Avenue, Charlotte, NC · 1 mi est. drive
waterbeancoffee.com

Summit Coffee — Coffee
536 West Tremont Avenue, Charlotte, NC · 2 mi est. drive
summitcoffee.com/wilmore

EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS

Bowlero — Entertainment
210 East Trade Street, Charlotte, NC · 1 mi est. drive
Games or golf-entertainment venue with food and drinks; a low-pressure outing.

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS (CONTINUED)

HopFly Brewing Co.
Brewery
1327 South Mint Street, Charlotte, NC · 1 mi est. drive
Local brewery or taproom; relaxed for an after-hours meet-up.
hopflybrewing.com

Great Wagon Road Distilling Company
Distillery
610 Anderson Street, Charlotte, NC · 4 mi est. drive
Distillery tasting or tour; something different for a candidate visit.

PRO AND MINOR-LEAGUE SPORTS

Carolina Panthers
NFL · September to January
Bank of America Stadium · 800 South Mint Street, Charlotte, NC · 1 mi est. drive
An NFL game at Bank of America Stadium. Premium seats or a suite make it a closing-stage outing.
Tickets · panthers.com/tickets · Premium seating

Charlotte Hornets
NBA · October to June
Spectrum Center · 333 East Trade Street, Charlotte, NC · 1 mi est. drive
An NBA game at Spectrum Center.
Tickets · nba.com/hornets/tickets

Charlotte FC
MLS · February to November
Bank of America Stadium · 800 South Mint Street, Charlotte, NC · 1 mi est. drive
An MLS game at Bank of America Stadium. Premium seats or a suite make it a closing-stage outing.
Tickets · charlottefootballclub.com/tickets · Premium seating

Charlotte Knights
International League · March to September
Truist Field · 324 South Mint Street, Charlotte, NC · 1 mi est. drive
An International League game at Truist Field.
Tickets · milb.com/charlotte-knights/tickets

Before you book.

- Hand-checked rooms and known brands come first: upscale dining, restaurants that take reservations, Topgolf-type outings, and pro and minor-league clubs.
- OpenStreetMap listings fill in local restaurants, coffee, golf, bowling, breweries, and wineries, and the list is not ranked by reviews.
- Barbecue counters, dessert shops, fast food, escape rooms, schools, community centers, and hotels are left off.
- Miles are an estimated drive (straight-line times 1.25; past 150 miles, straight-line distance), so confirm hours before you book.
- Venue locations: © OpenStreetMap contributors, ODbL, https://www.openstreetmap.org/copyright.

Your outing, your responsibility.

- Your organization is responsible for the visit, including contracts, deposits, alcohol service, insurance, guest safety, transportation, and accessibility.
- Offer the same kinds of meetings to every qualified candidate, alongside your usual job posting.
- Do not pick a setting that discourages someone because of age, sex, race, religion, disability, national origin, or any other protected trait.
- A listing is not an endorsement, and this is planning information, not legal advice.

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.

Driver table

DRIVER	SCORE	EVIDENCE
Supply vs demand	9.0	See Why it's hard.
Pay competitiveness	Not scored	See Why it's hard.
Req history	Not scored	Time open is not in this score.
Location and rurality	2.0	See Why it's hard.
Role type	7.0	See Why it's hard.
Hire-Difficulty Index	6.6	Drivers without a published figure are left out.

Data used in this pack

SOURCE	USED FOR	RELEASE
U.S. Bureau of Labor Statistics	Local wages and how many people work in this job.	May 2025
U.S. Census Bureau	Map point for this place.	2024
U.S. Census Bureau	Which county this place is in.	2020
U.S. Census Bureau	The metro area of the county.	July 2023
U.S. Department of Agriculture	How urban or rural the county is.	2023
U.S. Census Bureau	County population.	2024
U.S. Bureau of Labor Statistics	Statewide pace of hiring.	2024-2026
Centers for Medicare and Medicaid Services	Professionals with an NPI by practice location.	September 14, 2026
U.S. Census Bureau	Population inside each distance ring.	2019-2023
Health Resources and Services Administration	State supply and demand projection for this occupation.	2028 projection
U.S. Department of Labor, Employment and Training Administration	How much preparation this occupation takes.	31.0
Centers for Medicare and Medicaid Services	Workplace names near this search.	September 14, 2026
National Center for Education Statistics	Training-program completions and the campus admissions address	2022-23
The ordering organization	Role title, seniority level.	2026-10-23
ReqRadius	Hire-difficulty scoring for this opening.	2026-10-23
U.S. Bureau of Economic Analysis	Metro price parity in the local selling points	2023

O*NET 31.0 Database by USDOL/ETA. Used under CC BY 4.0. O*NET is a trademark of USDOL/ETA. National job-openings data (BLS JOLTS), used as the statewide pace of hiring. Benefit surveys: Health eCareers.

Was this useful? Reply to support@reqradius.com

© 2026 ReqRadius LLC
Reports are market analytics, not consumer reports, and may not be used to decide any individual's eligibility for employment.
First pack free, then $0.99 per report or $19.99/month unlimited.
Two minutes of feedback helps us improve: reqradius.com/feedback