Director of Nursing (DON)

TN Visa Readiness Checklist

Use this checklist to get border-ready for a Director of Nursing (DON) role in the US under TN status. Work through it in order — the earlier you start VisaScreen and state licensing, the faster you can be placed.

Your Readiness Checklist

- [ ] Submit your profile to TN Nurses so we can start matching you with US employers
- [ ] Confirm you hold a valid, unrestricted RN license in your Canadian province
- [ ] Confirm your experience level: prior DON or Assistant DON experience in long-term care
- [ ] Start your CGFNS or Josef Silny VisaScreen application (3-6 months to process — start this now, don't wait for a job offer)
- [ ] Check specialty credentials that strengthen your match: Long-term care leadership background strongly preferred.
- [ ] Decide which US state(s) you're open to working in
- [ ] Apply for RN licensure by endorsement in your target state once known
- [ ] Prepare an updated resume and be ready to provide professional references
- [ ] Once you have a US job offer: gather your offer letter, VisaScreen certificate, and license
- [ ] Present these documents at a US port of entry to request TN status

Timing Tip

Most candidates who start VisaScreen and state licensing early are border-ready in roughly 4-8 months. Waiting until after a job offer to start those two steps is the single most common cause of a longer timeline.

Ready to work as a Director of Nursing in the US?

Submit your profile at nursetn.com/submit-profile.html and we'll take it from here.