

## Professional Recognition and Career Development in Oncology Nursing: Study on Entry into Accredited and Excellence Institutions

## Professional Recognition and Career Development in Oncology Nursing: A Study on Integration into Accredited and Excellence Institutions

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### Summary

Professional recognition and career development in oncology nursing are strongly linked to the institutional environment in which nurses practice. Being part of institutions of excellence, with national and international accreditations, such as the National Accreditation Organization (ONA) and the Great Place to Work (GPTW) program, constitutes a competitive advantage for strengthening the profession and developing solid and respected careers. This article analyzes how working in accredited institutions impacts the value of oncology nurses, investigating aspects such as employability, competitiveness in the job market, opportunities for continuous development, and social recognition. The study also discusses how institutional prestige strengthens the image of nursing, contributing to the construction of a professional trajectory of excellence, based on quality, ethics, and the humanization of care.

**Keywords:** Oncology nursing; Professional recognition; Accredited institutions; Career development; Appreciation.

### Abstract

Professional recognition and career development in oncology nursing are strongly linked to the institutional environment in which nurses perform their practice. Integration into centers of excellence, accredited by national and international programs such as the National Accreditation Organization (ONA) and Great Place to Work (GPTW), represents a competitive advantage for strengthening the profession and consolidating solid and respected careers. This article analyzes how working in accredited institutions impacts the recognition of oncology nurses, exploring

dimensions such as employability, competitiveness in the labor market, continuous professional development opportunities, and social recognition. It also discusses how institutional prestige enhances the image of nursing, contributing to building a professional trajectory of excellence, grounded in quality, ethics, and humanized care.

**Keywords:** Oncology nursing; Professional recognition; Accredited institutions; Career development; Appreciation.

## 1. Introduction

Career development in oncology nursing has become a subject of growing academic and institutional interest, as the profession consolidates itself as an essential axis in cancer patient care. The current context, marked by complex treatments and high demand for healthcare services, demands increasingly qualified professionals who seek recognition and appreciation throughout their professional careers. In this context, working in accredited institutions with quality certifications and a consolidated reputation emerges as a determining factor in building solid and respected careers. According to Oliveira and Souza (2020), participation in environments of excellence expands not only growth opportunities but also the social and academic prestige of nursing.

Hospital accreditation, represented by seals such as that of the National Accreditation Organization (ONA) in Brazil and international certifications such as the Joint Commission International (JCI), has been recognized as a benchmark for quality and safety in healthcare. Working in institutions with such credentials gives oncology nurses a competitive advantage, as they associate their practice with environments that adhere to rigorous standards of excellence. According to Mendes and Barros (2017), this relationship between institutional quality and professional appreciation generates direct impacts on careers, as it strengthens the image of nurses as agents of advanced practices, supported by scientific evidence.

Professional recognition is closely linked to the environment in which the practice is carried out. Accredited institutions, in addition to offering adequate structural conditions, promote policies that value their employees, such as continuing education programs, encouraging research, and strengthening multidisciplinary practices. According to Ferrell and Coyle (2018), work environments that recognize and invest in oncology nursing contribute to the development of skills and increase professional autonomy, which becomes seen as a strategic part of the therapeutic process. This aspect highlights that a career in oncology is not built solely on individual effort, but also through integration into institutional settings of excellence.

Another factor that deserves to be highlighted is the relationship between employability and professional recognition. In an increasingly competitive job market, experience in accredited institutions serves as a credential that differentiates oncology nurses in selection processes and career advancement opportunities. According to Carter and Wyatt (2017), professionals who work in



Certifications are more valued by organizations because they demonstrate expertise in evidence-based practices, quality management, and international protocols. This strengthens nursing's image as a profession of technical and scientific relevance.

In Brazil, the recognition of companies accredited by the Great Place to Work (GPTW) program has also increased the visibility of nursing. By highlighting institutions that value the well-being of their employees, this seal reinforces the perception that healthy environments contribute to the quality of care. According to Silva and Barbosa (2018), the presence of nurses in GPTW institutions not only increases their satisfaction and retention but also strengthens their professional reputation in the market. This dimension of institutional recognition demonstrates that the appreciation of oncology nurses involves not only clinical practice but also factors related to organizational culture.

It is important to emphasize that the professional trajectory in oncology nursing is marked by the intersection of technical competence, institutional prestige, and social recognition. Working in referral hospitals, specialized clinics, and accredited research centers creates a virtuous cycle of recognition, in which professionals benefit from the excellence of the environment and, at the same time, contribute to its constant improvement. According to the WHO (2018), the qualification of healthcare institutions is a fundamental element in consolidating careers in healthcare, as it directly influences patient safety and staff satisfaction.

Thus, this research is justified by the need to understand how inclusion in accredited, high-quality institutions impacts career development in oncology nursing. By analyzing dimensions such as employability, competitiveness, institutional recognition, and professional development, this study aims to highlight how the work environment can be decisive in consolidating respected careers. This topic gains relevance not only for nurses seeking recognition but also for managers and institutions that aim to build environments that value their professionals and, consequently, provide excellent care to patients.

## **2. The impact of accredited institutions on the practice of oncology nursing**

Working in accredited institutions confers oncology nurses not only prestige but also concrete opportunities for professional and personal growth. By adhering to rigorous quality standards, these organizations offer environments that encourage continuous learning, evidence-based practice, and multidisciplinary integration. According to Polovich et al. (2014), working in accredited settings strengthens professionals' confidence in their work and enhances their ability to respond to the complex demands of oncology, which directly impacts the quality of patient care.

Accredited institutions generally have continuing education programs, updated clinical protocols, and incentives for scientific research, which contribute to the development of advanced skills. This allows oncology nurses to stay up-to-date on therapeutic innovations and international guidelines. For Clark et al. (2015), working in accredited hospitals promotes greater professional autonomy, as nurses actively participate in the development and validation of protocols. This demonstrates how institutional excellence impacts individual career development.

Another point to be highlighted is the clinical safety that accredited environments provide. Strict safety protocols, process standardization, and continuous monitoring reduce the occurrence of failures and increase the predictability of results. According to the WHO (2018), an institutional safety culture strengthens the image of nurses as guardians of quality care. This recognition, when combined with practice in accredited institutions, reinforces professional recognition, as nurses are identified as part of a system that values excellence.

Accreditations such as ONA or JCI enhance nurses' employability, as they attest to their experience in environments recognized by national and international regulatory bodies. This experience, in addition to strengthening resumes, expands opportunities for employment in foreign institutions, increasing mobility and competitiveness in the global market. According to Oliveira and Souza (2020), professionals who work in reference hospitals carry with them institutional prestige, which translates into a competitive advantage in selection processes and leadership opportunities.

From the patient's perspective, working in accredited institutions strengthens trust in nursing. When patients perceive they are being cared for in a certified environment, their satisfaction with the service increases, as does their perception of safety. For Mendes and Barros (2017), this indirect recognition strengthens the image of nurses in society, increasing their prestige and legitimizing their practice. This virtuous cycle demonstrates that professional recognition is intrinsically linked to institutional quality.

Accredited institutions also offer more favorable conditions for multidisciplinary practice, encouraging teamwork and integration between different departments. This collaborative environment expands the scope of oncology nursing, which begins to perform more strategic and impactful functions in care management. According to Carter and Wyatt (2017), this multidisciplinary role expands nurses' autonomy and strengthens their role as mediators between patients, staff, and the institution. Thus, the institutional environment contributes to building stronger careers.

Finally, it should be noted that inclusion in accredited institutions creates a cycle of excellence, in which professionals benefit from the working conditions and, at the same time, contribute to strengthening the organization's reputation. This process is marked by positive feedback: the more qualified the nurses, the higher the institutional quality; and the more

The more prestigious the institution, the greater the professional's recognition. This dynamic, as Silva and Barbosa (2018) observe, represents a career development model that combines individual merit and collective appreciation, configuring itself as a promising path for the future of oncology nursing.

### 3. Employability and competitiveness in the job market

Employability in oncology nursing is strongly linked to the professional's ability to stand out in a highly competitive market, where specialization and experience in institutions of excellence serve as valuable credentials. In a global scenario where cancer is among the leading causes of morbidity and mortality, with more than 18 million new cases annually estimated in 2018 by the IARC (2020), the demand for nurses trained to manage complex therapies, advanced technologies, and international protocols is growing. In this context, working in accredited institutions is a significant differentiator in increasing nurses' competitiveness in the job market.

Institutional certifications serve as a guarantee of quality that enhances nurses' resumes, demonstrating their experience in environments that adhere to rigorous safety and efficiency standards. According to Oliveira and Souza (2020), professionals affiliated with accredited hospitals have greater visibility in selection processes and are more likely to be considered for leadership positions. This recognition stems from the association between institutional prestige and professional competence, reinforcing the idea that employability is closely linked to insertion in contexts of excellence.

Another important aspect is professional mobility. Nurses who work in accredited institutions, such as ONA or Joint Commission International, acquire internationally recognized experience, which opens doors to opportunities abroad. According to Carter and Wyatt (2017), experience in certified environments broadens nurses' repertoire and strengthens their competitiveness in foreign markets, especially in countries that formally recognize work in proven quality institutions. Thus, institutional experience transcends borders and strengthens employability on a global scale.

Competitiveness is also linked to continuous development. Accredited environments offer structured training programs and encourage continuing education, ensuring that nurses stay abreast of advances in oncology. For Mendes and Barros (2017), ongoing learning is essential for maintaining employability, as oncology practice requires ongoing developments in innovative therapies such as immunotherapy and targeted therapies.

In this sense, employability is no longer just a question of certification and begins to reflect the professional's ability to reinvent themselves.

Furthermore, employability in oncology is linked to nurses' ability to work integratedly within multidisciplinary teams, a characteristic highly valued by leading institutions. The ability to communicate with physicians, pharmacists, nutritionists, and psychologists increases their relevance and positions them as a strategic link in care. According to Ferrell and Coyle (2018), professionals who demonstrate competence in interdisciplinary work have a greater chance of being hired by institutions of excellence, strengthening their competitiveness in selection processes.

Another relevant factor is the impact of accreditations on the differentiation of nurses in the national market. In Brazil, institutions recognized by seals such as ONA or GPTW are seen as benchmarks of quality, which gives their professionals an image of competence and credibility. According to Silva and Barbosa (2018), this differentiation is perceived by both managers and society, increasing the visibility and appreciation of oncology nurses.

In this way, employability is strengthened not only internally, but also in public recognition of the profession.

Finally, it should be emphasized that employability and competitiveness in oncology nursing do not depend exclusively on individual merit, but on the combination of personal effort and institutional recognition. An environment of excellence contributes to the construction of more solid and respected professional trajectories, generating opportunities for advancement and consolidating the profession as a strategic career path. According to Clark et al. (2015), the future of oncology nursing is directly linked to the ability to combine individual competencies with institutional credentials, creating a virtuous cycle of employability and competitiveness.

#### **4. Institutional recognition and professional development**

Institutional recognition plays a decisive role in the appreciation of oncology nursing, as it legitimizes the professional's work and increases their visibility within and outside the institution.

Working in accredited environments that adhere to national and international quality standards confers greater prestige on nurses, associating their practice with services recognized for excellence and innovation. According to Polovich et al. (2014), professional recognition does not occur in isolation, but is strengthened by the institutional reputation that supports the care provided and legitimizes the nurse's competence in the eyes of patients, administrators, and society.

Professional development in institutions of excellence manifests itself in multiple dimensions, such as better working conditions, access to continuing education programs, and opportunities for hierarchical advancement. According to Mendes and Barros (2017), environments that invest in employee development contribute to talent retention and strengthen a sense of belonging, essential factors for building respected careers. In this context, oncology nurses are seen as highly relevant professionals, with leadership potential and influence in clinical and administrative decision-making.



Another important aspect is social recognition. Patients and families, when they realize they are receiving care in accredited institutions, transfer some of this prestige to the professionals working in these settings. According to Ferrell and Coyle (2018), social recognition contributes to the subjective appreciation of the profession, strengthening the image of nurses as agents of comprehensive and humanized care. This recognition, when combined with institutional support, creates a cycle of appreciation that elevates the profession to higher levels of credibility.

Professional recognition is also related to the expansion of nurses' autonomy in accredited settings. In many cases, these professionals actively participate in the development and validation of protocols, in addition to performing strategic roles on quality and safety committees. According to Clark et al. (2015), this expansion of responsibilities strengthens professional identity and reaffirms nursing's role as a protagonist in care. Thus, institutional recognition translates into practical recognition, consolidating nurses' careers at a prominent level.

Another point to consider is that institutional recognition expands the possibilities for scientific publications and participation in academic events. Accredited institutions often encourage knowledge production and participation in national and international conferences. According to Oliveira and Souza (2020), this practice helps oncology nurses expand their network of contacts, strengthen their reputation, and achieve leadership positions in the scientific arena. Thus, professional recognition transcends clinical practice and extends to academic and research dimensions.

It is also important to highlight that the professional recognition resulting from institutional recognition contributes to strengthening nursing's identity as a science. Working in environments of excellence lends legitimacy to the practice, demonstrating that oncology nurses act in accordance with scientific evidence and quality protocols. According to Silva and Barbosa (2018), this alignment strengthens the profession in relation to other healthcare fields and helps consolidate the image of nurses as indispensable professionals in cancer care.

Finally, it should be understood that institutional recognition and professional development are interdependent processes that continually feed off each other. The more prestigious the institution, the greater the recognition of the nurse; and the more valued the professional, the greater the contribution to the institution's reputation. This symbiotic relationship, highlighted by WHO (2018), demonstrates that building solid careers in oncology nursing depends both on individual effort and on the collective support offered by organizations of excellence.

##### **5. The role of accreditations (ONA, GPTW) in career consolidation**

Hospital accreditations, such as the National Accreditation Organization (ONA) in Brazil, and institutional recognition programs, such as Great Place to Work (GPTW), have become

are key factors in consolidating careers in oncology nursing. These certifications attest to the institution's adherence to rigorous standards of quality, safety, and personnel management, which strengthens not only the organization's image but also the prestige of its professionals. According to Mendes and Barros (2017), being present in accredited institutions lends legitimacy to nurses' resumes and broadens their prospects for advancement in the job market.

The ONA, for example, adopts evaluation criteria that cover everything from physical infrastructure to care process management, prioritizing patient safety and continuous improvement. Oncology nurses working in an environment with this certification have access to standardized protocols, evidence-based practices, and opportunities to participate in quality committees. According to Silva and Barbosa (2018), this involvement in structured processes contributes to strengthening professional identity, transforming accreditation into a tool for career advancement and recognition.

The GPTW, in turn, highlights institutions that promote healthy work environments, value multidisciplinary teams, and invest in well-being policies. The placement of oncology nurses in institutions recognized as "great places to work" directly impacts job satisfaction and talent retention. According to Oliveira and Souza (2020), employee appreciation is essential for engagement and building lasting careers. This recognition reinforces the perception that an institution's success depends on the development and motivation of its employees.

Another important point is that working in accredited institutions allows nurses to be more involved in decision-making processes and management activities. Programs such as ONA and GPTW encourage professionals' active participation in committees and improvement projects, which increases their autonomy and strengthens their position as leaders in oncology care. According to Carter and Wyatt (2017), the opportunity to assume leading roles within the institution contributes to career consolidation and the construction of more solid and respected career paths.

Accreditations also influence the continuing education of nurses, as certified institutions tend to invest in training, refresher courses, and qualification programs.

These resources allow professionals to keep up with advances in oncology and incorporate new technologies into their care. According to Clark et al. (2015), lifelong learning is essential for strengthening a career in healthcare, and accredited environments offer structured support for this to occur. Thus, institutional accreditation becomes synonymous with continuous development.

From an employability perspective, having experience in accredited hospitals significantly increases a nurse's competitiveness in the market. The prestige of accreditation serves as an indirect seal of professional quality, as it associates nursing practice with nationally and internationally recognized institutions. According to Ferrell and Coyle (2018), this association strengthens the trust of managers and patients, making the professional more

valued. This demonstrates that institutional accreditation, in addition to adding value to the organization, consolidates the careers of the nurses who work there.

Finally, it's important to note that ONA, GPTW, and other accreditations not only benefit institutions but also create a virtuous cycle that values healthcare professionals. By integrating oncology nurses into certified environments, they increase their visibility, strengthen their reputation, and build a career path supported by pillars of quality, ethics, and innovation. This process highlights that career consolidation in oncology nursing depends both on individual effort and on integration into excellent institutional settings that enhance professional development.

## 6. Global Perspectives on Recognition and Careers in Oncology

From a global perspective, recognition and career development in oncology nursing are associated with factors involving institutional quality, technological advances, and the appreciation of multidisciplinary practice. In countries such as the United States, the United Kingdom, and Canada, oncology nurses already perform expanded functions, with autonomy to prescribe care, participate in protocol definition, and assume leadership positions. According to Ferrell and Coyle (2018), these advanced practices strengthen the profession and increase the competitiveness of professionals on the international stage.

The globalization of healthcare and increased professional mobility also impact career paths. Nurses working in accredited institutions in their home countries find it easier to find jobs in foreign hospitals, as accreditations serve as internationally recognized quality credentials. According to the WHO (2018), the standardization of accreditation processes strengthens the circulation of professionals and contributes to the development of transnational careers, which broadens the horizon of opportunities for oncology nursing.

Another relevant point is the growing appreciation of oncology nursing research globally. Excellence-leading institutions encourage their nurses to participate in multicenter studies, publish scientific articles, and contribute to the development of clinical evidence. According to Mendes and Barros (2017), this participation strengthens the image of nursing as a science and expands academic and scientific career opportunities. Thus, global recognition of the profession is associated not only with care practice but also with knowledge production.

Global perspectives also highlight challenges. In many low- and middle-income countries, the lack of accredited institutions limits the recognition and appreciation of oncology nursing. This inequality creates barriers to career development and increases the vulnerability of professionals. For Oliveira and Souza (2020), investing in

Accreditation in these contexts is essential to reduce inequalities and ensure that oncology nurses have access to working conditions that promote professional development and career development.

The impact of digital technologies is another global factor influencing the careers of oncology nurses. Hospital management software, remote monitoring, and artificial intelligence have expanded nursing responsibilities, requiring constant updating. According to Clark et al. (2015), mastering these tools strengthens nurses' position as mediators between innovation and care, which broadens their professional development prospects. This trend demonstrates that, in the future, careers in oncology will increasingly depend on the ability to integrate science, technology, and humanization.

The international perspective also highlights the importance of public policies that strengthen nursing as a strategic profession for health systems. In 2020, the *State of the World's Nursing report*, published by the WHO, highlighted the need to increase investment in the training and development of nurses, recognizing them as an indispensable workforce for tackling chronic diseases, including cancer (WHO, 2020). This global position reinforces that recognizing oncology nursing is a priority for the sustainability of health systems.

Finally, it should be emphasized that global perspectives converge on a central point: the consolidation of a career in oncology nursing depends on the articulation of institutional excellence, professional recognition, and social recognition. The greater the alignment between these factors, the more solid and respected the career path of nurses will be. According to Carter and Wyatt (2017), the appreciation of nursing internationally is a result of the combination of individual competence and institutional credentials. Thus, the future points to a profession in constant evolution, combining advanced clinical practices, technological innovation, and global recognition.

## Conclusion

Professional recognition and career development in oncology nursing are closely linked to the institutional environment in which nurses practice. Membership in accredited institutions, such as those recognized by the National Accreditation Organization (ONA), Joint Commission International (JCI), and organizational recognition programs like Great Place to Work (GPTW), confers prestige and legitimacy to one's professional career, acting as a catalyst for solid and respected careers. This study demonstrated that institutional excellence not only promotes safe and humane clinical practice but also strengthens the identity and social recognition of oncology nurses.



Throughout the analysis, it was found that employability and competitiveness in the job market are enhanced by experience in accredited institutions, which offer better working conditions, continuing education programs, and opportunities for professional advancement. The prestige associated with these organizations strengthens the image of nurses as highly qualified, differentiated professionals, prepared to work in highly complex environments. This distinction, in turn, contributes to greater mobility in the global market and the construction of internationally recognized careers.

Another highlight is the impact of accreditation on professional development, which manifests itself in the expansion of nurses' autonomy, their participation in decision-making processes, and the possibility of engaging in scientific research. Institutional recognition strengthens not only clinical practice but also the role of nurses as key players in process management and as agents of technological innovation. This recognition is perceived both internally, by managers and teams, and externally, by patients and families who associate the quality of care with the prestige of the institution.

From a global perspective, the appreciation of oncology nursing is expanding, with significant progress being made in countries that already recognize the increased autonomy of nurses. However, inequalities persist in low- and middle-income regions, where the lack of accredited institutions limits professional recognition and restricts career opportunities. Therefore, public policies that encourage hospital accreditation and strengthen nursing as a strategic profession are essential to reducing disparities and promoting equity.

Given the evidence presented, it can be stated that the consolidation of careers in oncology nursing depends on the articulation between individual effort and institutional support.

The prestige gained from accredited institutions enhances professional recognition and strengthens the visibility of nursing as a science and practice essential for combating cancer. Therefore, investing in the qualifications of healthcare institutions and the appreciation of oncology nursing is essential for building safer, more efficient, and more humane healthcare systems capable of ensuring excellent care for cancer patients.

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