



PLEASE SCROLL BELOW TO VIEW THE FOLLOWING POSITIONS:

Managerial and Professional Opportunities

- Administrator – Franciscan Home – Eagle Lake - Full Time
- Residential Manager – Waiver Home – Eagle Lake – Full Time
- Resident Care Director – Mercy Home – Eagle Lake – Full Time
- Activity Coordinator - Mercy Home - Eagle Lake – Full Time
- Rehabilitative Coordinator - Franciscan Home - Eagle Lake – Full Time
- Resident Care Coordinator – Franciscan Home – Eagle Lake – Full Time
- Safety RN and Training Coordinator – Eagle Lake – Full Time
- Housekeeping/Laundry Supervisor - Mercy Home - Eagle Lake – Full Time

Direct Care Opportunities

Residential Care:

- Mental Health Specialist – Franciscan Home – Eagle Lake - Full Time and Part Time
- Rehabilitative Assistant – Franciscan Home – Eagle Lake - Full Time and Part Time
- Direct Support Professional – Waiver Homes Mapleton and Eagle Lake – Full Time and Part Time

Long Term Care and Assisted Living:

- Registered Nurse – Mercy Home – Eagle Lake - Full Time and Part Time
- Certified Nurse’s Assistant – Mercy Home – Eagle Lake – Full Time and Part Time
- Certified Nurse’s Assistant – Med Aide – Eagle Lake - Mercy Home – Part Time
- Activity Assistant – Mercy Home – Eagle Lake - Part Time
- Unit Care Taker – Mercy Home – Eagle Lake - Part Time
- Resident Care Specialist – Mercy Home – Eagle Lake - Part Time
- Physical Therapist – Mercy Home – Eagle Lake - Part Time
- Long Term Care Transportation – Mercy and Franciscan Home – Eagle Lake – Full Time

Community Care:

- Children’s Rehabilitative & Community Support Worker – Aroostook County – Part Time
- Health Home Coordinator – Behavioral Health Homes – Fort Kent to Houlton - Part Time to Full Time
- Outpatient Clinical Social Worker – Aroostook County – Part Time to Grow to Full Time
- Community Direct Support Professional – St. John Valley – Part Time

Other Opportunities

- Laundry and Housekeeping Aide – Mercy Home – Eagle Lake - Full Time and Part Time
- Housekeeping Aide – Franciscan Home – Eagle Lake - Full Time and Part Time
- Cook/Dietary Aide – Mercy Home – Eagle Lake – Part Time



Position: Administrator, Franciscan Home
Division: Franciscan Home, Eagle Lake
Type: Full Time

Northern Maine General is seeking an Administrator to oversee all operations of its Franciscan Home. The Franciscan Home is a 16-bed residential facility located in Eagle Lake, serving adults with mental health diagnoses. The Administrator is responsible for establishing department policies and practices, supervising staff and activities, coordinating services for residents through internal and external collaborations, maintaining good public relations, and ensuring maintenance of buildings and grounds.

The desired candidate must be 21 years of age or older, be highly motivated to work with the elderly and mentally challenged population, and be able to work independently. In addition, the desired candidate must meet the following qualifications:

Either:

1. The candidate must possess a high school diploma or equivalent and have completed one of the following options:
 - a. A Board-approved program in residential care/assisted living; or
 - b. A certificate of advanced study in long term care administration from an accredited college, including at least 3 semester hours in assisted living or residential care; or
 - c. 12 semester hours from an accredited college with no fewer than 6 semester hours in management and the balance in health care or human services; or
2. Be certified by the American College of Health Care Administrators (ACHCA) as a Certified Assisted Living Administrator (CALA); or
3. Have successfully passed the NAB Residential Care/Assisted Living examination within 6 months of employment



Position: Residential Manager
Division: Waiver Homes, Eagle Lake
Type: Full Time

Northern Maine General is seeking one Residential Manager to work for our Waiver Home Division in Eagle Lake. The Residential Manager assures quality treatment services are provided to consumers, collaborates with parents/legal guardians, plan coordinators, case managers and other healthcare professionals, and provides supervision to direct support professionals working in the Waiver Home.

The desired candidate must have a high school diploma or equivalent, be 21 years of age or older, and it is preferred that the candidate have at least one year of supervisory experience. An Associate's Degree in Behavioral Science or one year's work experience in a residential setting is preferred.



Position: Resident Care Director
Division: Mercy Home, Eagle Lake
Type: Full Time

Northern Maine General is seeking a Resident Care Director to supervise our Res Care Unit of the Mercy Home in Eagle Lake. The Resident Care Director monitors the provision of appropriate direct service care of residents by working in collaboration with family representatives, legal guardians, case managers, medical and mental health professionals, specialists, and therapists, in efforts to enhance the resident's quality of life. The Resident Care Director provides supervision and training to direct care staff.

The desired candidate must have a high school diploma or equivalent, and it is preferred that the person have experience working as a direct care provider and is certified as a CRMA.



Position: Activity Coordinator
Division: Mercy Home
Type: Full Time

Northern Maine General is seeking a caring, friendly, encouraging individual to serve as Activity Coordinator of our long term care and residential facilities in Eagle Lake. The Activity Coordinator plans, develops, implements, evaluates, and directs the activity programs of Mercy Home while following facility regulations and remaining within assigned budget. This person supervises the Activity Assistants in the Activity Department.

Candidate must have a high school diploma or its equivalent. An activities training course approved by the Department of Education must be completed by the candidate, however, this course can be taken after the candidate is hired. It is also acceptable if the candidate is a registered Occupational Therapist, Occupational Therapist Assistant, or is a qualified Therapeutic Recreation Specialist.



Position: **Rehabilitative Coordinator**
Division: **Franciscan Home, Eagle Lake**
Type: **Full Time**

Northern Maine General is seeking a dedicated individual to serve as a Rehabilitative Coordinator at our Franciscan Home in Eagle Lake. A Rehabilitative Coordinator works in a community residential program, caring for individuals who are diagnosed with chronic mental illness. The desired candidate would create plans that promote an individual's development of interdependence, self-directed care, and individually created support systems and community involvement. The Rehabilitative Coordinator is primarily responsible for creating, organizing, and facilitating individual or group rehabilitative activities which may include or incorporate: simple table top activities and games; physical exercise; budgeting; cooking; and, cleaning; or anger management; peer relations; and, personal boundaries. Candidate must be at least age 18, have a high school diploma or equivalent, and have a valid driver's license.

Employee Recruitment Incentive applies for this position.



Position: Resident Care Coordinator
Division: Franciscan Home, Eagle Lake
Type: Full Time

Northern Maine General is seeking a compassionate individual to serve as Resident Care Coordinator at our Franciscan Home in Eagle Lake. The Resident Care Coordinator participates in the development of each individual's Support/Recovery Plan and assists individuals in living more independently in a community residential program. The desired candidate must be at least 18 years of age and have a high school diploma or equivalent. Experience working in a residential care facility and/or with the mental health population is preferred.



Position: Safety RN and Training Coordinator
Division: Central Office in Eagle Lake
Type: Full Time

Northern Maine General is looking for a Maine licensed Registered Nurse to lead its Safety and Training Department. Candidate would be responsible for designing, instructing, or coordinating the trainings required by NMG's divisions or programs. Candidate must have credentials to instruct, or be willing to be trained as an instructor, in the following:

- American Red Cross CPR/First Aid
- Certified Registered Medical Administrator (CRMA)
- Managing Diabetes
- Oxygen and Nebulizer Therapy
- Dementia & Alzheimer's Training

Candidate would also be responsible for managing employee's workplace injury cases and NMG's wellness and safety programs, including facility inspections and employee vaccinations.



Position: Housekeeping/Laundry Supervisor
Division: Mercy Home and Franciscan Home, Eagle Lake
Type: Full Time

Northern Maine General is seeking a responsible, highly motivated individual to work as the Housekeeping/Laundry Supervisor at our Mercy Home and Franciscan Home in Eagle Lake. The Housekeeping/Laundry Supervisor coordinates the housekeeping/laundry services in our long term care and residential facilities and is responsible for hiring, training, and scheduling employees in their division. The desired candidate has a minimum of two years' experience in a supervisory capacity and/or two years' experience as a housekeeping/laundry aide.



Position: Mental Health Specialist
Division: Franciscan Home, Eagle Lake
Type: Full Time and Part Time

Northern Maine General is seeking a dedicated individual to serve as a Mental Health Specialist at our Franciscan Home in Eagle Lake. Mental Health Specialists work in a community residential program, caring for individuals who are diagnosed with chronic mental illness. The desired candidate would promote an individual's development of interdependence, self-directed care, and individually created support systems and community involvement. Candidate must be at least age 18, have a high school diploma or equivalent, and have a valid driver's license.

\$2,000 Retention Incentive for new hire

\$500 Recruitment Incentive for employee who recruited new hire



Position: **Rehabilitative Assistant**
Division: **Franciscan Home, Eagle Lake**
Type: **Full Time and Part Time**

Northern Maine General is seeking a dedicated individual to serve as a Rehabilitative Assistant at our Franciscan Home in Eagle Lake. A Rehabilitative Assistant works in a community residential program, caring for individuals who are diagnosed with chronic mental illness. The desired candidate would promote an individual's development of interdependence, self-directed care, and individually created support systems and community involvement. The Rehabilitative Assistant is primarily responsible for organizing and facilitating individual or group rehabilitative activities which may include or incorporate: simple table top activities and games; physical exercise; budgeting; cooking; and, cleaning; or anger management; peer relations; and, personal boundaries. Candidate must be at least age 18, have a high school diploma or equivalent, and have a valid driver's license.

Employee Recruitment Incentive applies for this position.



Position: Direct Support Professional
Division: Waiver Home Program, Mapleton or Eagle Lake
Type: Full Time and Part Time

Northern Maine General is seeking a Direct Support Professional to be part of our Waiver Home Program in Mapleton or Eagle Lake. DSPs work under the supervision of the Residential Manager and participate in the treatment, planning, and provision of needed services for adults with intellectual and physical disabilities. DSPs must be motivated, self-starters, have a strong work ethic, enjoy connecting with people, and enjoy assisting people to pursue their interests and develop relationships in their communities. The desired candidate must have a high school diploma or equivalent, a valid driver's license, a good driving record, and the ability to drive per NMG's regulations and agreements. No prior experience is necessary and training will be provided.

\$2,000 Retention Incentive for new hire
\$500 Recruitment Incentive for employee who recruited new hire



Position: Registered Nurse (RN)
Division: Mercy Home, Eagle Lake
Type: Full Time and Part Time

Northern Maine General is seeking a dedicated Registered Nurse (RN) to assist long term care, skilled rehabilitation, and residential care residents at our Mercy Home in Eagle Lake. RNs provide direct care and treatments to residents. Maine state license as a RN and a nursing degree from an accredited college or university are required.

Employee Recruitment Incentive applies for this position.

Employee Incentive applies for this position.



Position: Certified Nurse's Assistant (CNA)
Division: Mercy Home, Eagle Lake
Type: Full Time and Part Time

Northern Maine General is seeking a Certified Nurse Assistant (CNA) to work at our Mercy Home in Eagle Lake. CNAs support and assist nursing staff in providing residents with daily nursing care in accordance with established nursing home policies and procedures and personalized care plans. The desired candidate has CNA certification and is active with the CNA registry. It is preferred, but not necessary, that the candidate have experience working as a CNA in a long term care setting.

\$2,000 Retention Incentive for new hire

\$500 Recruitment Incentive for employee who recruited new hire



Position: Certified Nurse's Assistant, Medication Aide (CNA-M)
Division: Mercy Home, Eagle Lake
Type: Part Time

Northern Maine General is seeking a Certified Nurse's Assistant, Medication Aide (CNA-M) to care for residents at our Mercy Home in Eagle Lake. CNA-Ms administer medication using a computerized system, follow medication administration and disposal protocol, and perform other CNA duties if necessary. The desired candidate must have medication certification or be willing to receive training in medication administration. Experience working as a CNA-M in a long term care setting is preferred, but not necessary.

Employee Recruitment Incentive applies for this position.

Employee Incentive applies for this position.



Position: Activity Assistant
Division: Mercy Home
Type: Part Time

Northern Maine General is seeking a caring, friendly individual to serve as Activity Assistant at our Mercy Home in Eagle Lake. The Activity Assistant works with the Activities Coordinator to plan, develop, organize and implement daily activities for residents and promote and encourage resident involvement. Though it is preferred that the candidate have Certified Nurse's Assistant (CNA) certification and Feeding Assist training, it is not required for this position. No prior experience is necessary and training will be provided.



Position: Unit Care Taker
Division: Mercy Home, Eagle Lake
Type: Part Time

Northern Maine General is seeking a compassionate, motivated individual to serve as a Unit Care Taker for our Mercy Home in Eagle Lake. Unit Care Takers work with other healthcare professionals to provide care to residents in a long term and residential care environment. No prior experience is necessary and training will be provided.



Position: Resident Care Specialist
Division: Residential Care Unit, Mercy Home, Eagle Lake
Type: Part Time

Northern Maine General is seeking a Resident Care Specialist to serve in the Residential Care Unit of our Mercy Home in Eagle Lake. Resident Care Specialists support residents by following established personal care plans and assisting with the completion of daily living activities. The desired candidate must be at least 18 years of age and have a high school diploma or equivalent. No prior experience is necessary and training will be provided.

\$2,000 Retention Incentive for new hire
\$500 Recruitment Incentive for employee who recruited new hire



Position: Physical Therapist
Division: Mercy Home
Type: Part Time

Northern Maine General is seeking a licensed Physical Therapist to serve residents at our Mercy Home in Eagle Lake. The Physical Therapist evaluates residents, develops treatment plans, schedules therapy, implements treatment plans and instructs nursing staff on plans and exercises, assesses progress and changes in residents, and updates treatment plans until discharge from therapy is deemed appropriate. Physical Therapist must have strong verbal, written, and organizational skills. Physical Therapist is responsible for the therapy room and equipment. Meetings and communication with nursing staff, residents, and families are required.

Candidate must have a degree from an accredited Physical Therapy program. A minimum of one year's experience in physical therapy is preferred, but not required. The candidate must have a current, unrestricted physical therapy license to practice in the State of Maine.



Position: Long Term Care Transportation
Division: Mercy Home and Franciscan Home, Eagle Lake
Type: Full Time

Northern Maine General is seeking a professional, organized, self-starter to serve as the person who manages a transportation schedule and provides transportation, using agency vehicles, to the residents of its nursing home and residential facilities. Candidate must be professional, a good problem solver, and have strong communication skills. Individual transports residents to appointments and is the resident's voice and advocate as prompted by the supervisory staff. Candidate is responsible for conveying appointment-related information to supervisory staff. When transportation is not needed, other duties may include performing activities, conducting inventory, and ordering supplies for the facilities. Candidate must be at least age 18, have a high school diploma or equivalent, and have a valid driver's license.

Employee Recruitment Incentive applies for this position.



Position: Children's Rehabilitative and Community Support Worker
Division: Children's Rehabilitative and Community Support Program, Aroostook County
Type: Part Time

Northern Maine General is looking for a dedicated individual to work in our Children's Rehabilitative and Community Support Program. Rehabilitative and Community Support Workers work one-on-one with children who are developmentally disabled to teach self-care and interpersonal skills, environmental and self-awareness and problem-solving skills. The desired candidate would deliver the child's support plan and attend team meetings to discuss the child's progress. Candidate must be at least age 18, have a high school diploma or equivalent, and have a valid driver's license.

Employee Recruitment Incentive applies for this position.



Position: Health Home Coordinator
Division: Behavioral Health Homes Program – Fort Kent to Houlton
Type: Part Time to grow to Full Time

Northern Maine General has one opening for a part time (growing to full time) Health Home Coordinator to cover the Fort Kent to Houlton area. Health Home Coordinators work with adults with mental illness and collaborate with family, community support workers and other health professionals. The desired candidate would provide direct treatment services on an as needed basis and help clients succeed through a person-centered plan. A bachelor's degree with a concentration in social work or related field is necessary. Candidate must have, or be eligible for, a MHRT-C. Valid driver's license and ability to travel throughout Aroostook County is necessary.



Position: Outpatient Clinical Social Worker
Division: Outpatient Therapy Services, Aroostook County
Type: Part Time to Grow to Full Time

Northern Maine General is seeking a highly motivated, team-based individual to serve as an Outpatient Clinical Social Worker in Aroostook County. OCSWs provide comprehensive assessments and therapy for children, adults, and families. The desired candidate must be certified as a LMSW-CC or LCSW and be willing to travel on occasion.



Position: Community Direct Support Professional
Division: Adult Community Support Program, St. John Valley Area
Type: Part Time

Northern Maine General is looking for dedicated individuals to work in our Community Support Program, specifically in Fort Kent, Frenchville, and St. John area. Direct Support Professionals (DSP) in our Community Support Program work one-on-one with adults who are developmentally disabled. DSPs integrate the adults from their personal homes into the community, encouraging outside-of-the-home activities and community involvement. DSPs must be motivated, self-starters, have a strong work ethic, enjoy connecting with people, and enjoy assisting people to pursue their interests and develop relationships outside of their homes. The desired candidate must have a high school diploma or equivalent, a valid driver's license, a good driving record, and the ability to drive per NMG's regulations and agreements. Mileage will be reimbursed. No prior experience is necessary and training will be provided.

Employee Recruitment Incentive applies for this position.



Position: Laundry Aide and Housekeeping Aide
Division: Mercy Home, Eagle Lake
Type: Full Time and Part Time

Northern Maine General is seeking a Laundry and Housekeeping Aide to work at our long term care facility, Mercy Home, in Eagle Lake. No prior experience is necessary and training will be provided. The desired candidate will be expected to cover extra duties during vacation times.



Position: Housekeeping Aide
Division: Franciscan Home, Eagle Lake
Type: Full Time and Part Time

Northern Maine General is seeking a Housekeeping Aide to work at our residential facility, Franciscan Home, in Eagle Lake. No prior experience is necessary and training will be provided. The desired candidate will be expected to cover extra duties during vacation times.

Employee Recruitment Incentive applies for this position.



Position: Cook/Dietary Aide
Division: Mercy Home, Eagle Lake
Type: Part Time

Northern Maine General is seeking a Cook/Dietary Aide to work in our Mercy Home in Eagle Lake. Cook/Dietary Aides assist with and/or prepare meals for residents in accordance with their dietary cards/menu and perform cleaning duties in the kitchen, serving areas, dining rooms, and dishwashing room as needed. No prior experience is necessary and training will be provided.