



PLEASE SCROLL BELOW TO VIEW THE FOLLOWING POSITIONS:

Managerial Opportunities

- Dietary/Housekeeping Supervisor – Mercy Home – Eagle Lake – Full Time
- Maintenance Supervisor – Agency wide – Eagle Lake – Full Time

Direct Care Opportunities

Residential Care:

- Direct Support Professional – Waiver Homes in Eagle Lake – Full Time

Long Term Care and Assisted Living:

- Registered Nurse – Mercy Home – Eagle Lake – Day Shift Full Time
- Registered Nurse – Mercy Home – Eagle Lake – Night Shift Full Time
- Certified Nurse’s Assistant – Mercy Home – Eagle Lake – Full Time
- Certified Nurse’s Assistant Med Aide – Mercy Home – Eagle Lake – Full Time
- Activity Assistant – Eagle Lake – Mercy Home – Part Time
- Unit Care Taker – Mercy Home – Eagle Lake – Full Time
- Transportation Aide – Mercy Home – Eagle Lake – Part Time
- Resident Care Specialist – Mercy Home – Eagle Lake – Part Time
- Meal Assistant – Mercy Home – Eagle Lake – Part Time
- Whirlpool Aide – Mercy Home – Eagle Lake – Part Time or Full Time
- Restorative Aide – Mercy Home – Eagle Lake – Full Time

Community Care:

- Children’s Rehabilitative & Community Support Worker – Aroostook County – Part Time
- Outpatient Clinical Social Worker – Aroostook County – Full Time
- Case Manager – Northern Aroostook County – Full Time
- Adult Case Manager – Caribou, Presque Isle Area – Full Time
- Community Direct Support Professional – St. John Valley – Part Time

Other Opportunities

- Kitchen Custodian – Mercy Home - Eagle Lake – Part Time
- Housekeeping/Laundry Aide – Mercy Home – Eagle Lake – Full Time or Part Time
- Cook – Mercy Home - Eagle Lake – Full Time
- Swim Instructor – Wellness Center – Eagle Lake – Temporary Part Time
- Maintenance Personnel – Agency wide – Eagle Lake – Full Time
- Administrative Support Staff – Caribou Office – Full Time



Position: Dietary/Housekeeping Supervisor
Division: Mercy Home
Type: Full Time

Northern Maine General is seeking a Dietary/Housekeeping Supervisor to work in our Mercy Home in Eagle Lake. This person would supervise all nursing home kitchen, housekeeping, and laundry routines, tasks, and employees. Candidate must be able to perform on-call cooking and cleaning duties if necessary. Candidate must be organized and a self-starter. Candidate must be certified in ServSafe, or willing to become certified upon hire, and eventually become a Certified Dietary Manager. General supervisory experience and cooking experience is preferred, but not necessary. All training will be provided.



Position: Maintenance Supervisor
Division: Agency-wide
Type: Full Time

NMG is looking for a self-starter, customer service driven candidate with experience in handling the management of maintenance for multiple sites. The Maintenance Supervisor ensures the efficient operations of the corporation's infrastructure, medical and non-medical equipment, maintenance of building and grounds, and assures a safe and comfortable environment for consumers, guests and employees. Candidate hires, trains, assigns duties, and directly supervises the maintenance employees. The Maintenance Supervisor addresses complaints, resolves problems, and ensures compliance with Federal, State, and local regulatory agencies. The position is a "working supervisor" position; therefore, the Maintenance Supervisor can expect to be involved directly in completing various maintenance or repair responsibilities.

Candidate must have:

- An Associate's degree or equivalent from a two-year college or technical school; or three years related experience and/or training in the trades; or equivalent combination of education and experience
- Ability to be on-call and accessible to address facility related issues
- Ability to travel as needed
- Good verbal and written communication skills
- Good leadership, problem solving and time management skills

It is preferred that candidate has:

- Solid understanding of health care, facilities, and/or construction-related terminology such as building codes, and the life safety codes
- Understanding of HVAC, electrical, plumbing, and mechanical systems



Position: Direct Support Professional
Division: Waiver Home Program, Eagle Lake
Type: Full Time

\$5,000 SIGN ON BONUS

\$500 Recruitment Incentive for employee who recruited new hire

Northern Maine General is seeking a Direct Support Professional to be part of our Waiver Home Program in 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.



Position: Registered Nurse (RN)
Division: Mercy Home, Eagle Lake
Type: DAY SHIFT 7am-7:30pm Full Time

SIGN ON BONUS: \$5,000 per year with 2-year commitment

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. This position is for the day shift, working 7am-7:30pm. 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.



Position: Registered Nurse (RN)
Division: Mercy Home, Eagle Lake
Type: NIGHT SHIFT 7pm-7:30am Full Time

SIGN ON BONUS: \$6,000 per year with 2-year commitment

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. This position is for the night shift, working 7pm-7:30am. 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.



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

\$5,000 SIGN ON BONUS

\$500 Recruitment Incentive for employee who recruited new hire

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.



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

\$5,000 SIGN ON BONUS

Employee Recruitment Incentive applies to this position

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.



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 Assistance 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: Full 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: Transportation Aide
Division: Mercy Home, Eagle Lake
Type: Part Time

Employee Recruitment Incentive applies for this position.

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. This position averages 11 hours per week. Candidate must be at least age 18, have a high school diploma or equivalent, and have a valid driver's license.



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.



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

Northern Maine General is seeking a caring, friendly individual to serve as a part time Meal Assistant at our nursing home, Mercy Home, in Eagle Lake. Examples of meal-time contributions include social interaction and companionship, assistance with tray set-up, assisting with feeding residents, meal intake monitoring, and prompting to eat, if needed. No prior experience is necessary. Feeding Assistance Training will be provided.



Position: Whirlpool Aide
Division: Mercy Home, Eagle Lake
Type: Full Time or Part Time

Northern Maine General is looking for a Whirlpool Aide to work in our Mercy Home in Eagle Lake. The desired candidate would assist in bathing residents according to residents' care plans and in compliance with federal, state, and licensing guidelines. Candidate must be a Nurse's Assistant, or preferably, a CNA, and must have a high school diploma or equivalent.



Position: Restorative Aide
Division: Mercy Home, Eagle Lake
Type: Full Time

Northern Maine General is looking for a motivated Restorative Aide to work at our Mercy Home in Eagle Lake. Restorative Aides assist nursing home residents with their range of motion in accordance with their care plans and in compliance with federal, state, and licensing guidelines. The desired candidate must possess, at minimum, a CNA certification. No prior experience is necessary and training will be provided.



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

**\$3,000 Sign On Bonus for Part Time
Employee Recruitment Incentive applies for this position.**

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.



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

Northern Maine General is seeking a highly motivated, team-based individual to serve as an Outpatient Clinical Social Worker in Aroostook County. LCSWs provide comprehensive assessments and therapy for children, adults, and families. The desired candidate must have a Maine State Board of Social Work License as a LCSW and be willing to travel on occasion. There is flexibility to work from office, or work remotely with occasional in-person office meetings.



Position: Case Manager
Division: Case Management Program
Type: Full Time

\$5,000 SIGN ON BONUS

Northern Maine General has an opening for a Case Manager to work with clients in northern Aroostook County. Case Managers work with adults with intellectual disabilities, autism, or adults with mental health diagnoses. Case Managers collaborate with 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 Case Manager must have a minimum of a bachelor's degree from an accredited four (4) year institution of higher learning with a specialization in psychology, behavioral health, social work, special education, counseling, rehabilitation, nursing, or a closely related field and one (1) year experience in one of the areas listed above. Candidate must also have a MHRT-C. Candidate must have a valid driver's license and be able to travel throughout Aroostook County if necessary.



Position: Adult Case Manager
Division: Case Management Program
Type: Full Time

\$5,000 SIGN ON BONUS

Northern Maine General has an opening for a Case Manager to work with clients in the Caribou and Presque Isle, Maine area. Case Managers work with adults with intellectual disabilities or autism. Case Managers collaborate with 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 Case Manager must have a minimum of a bachelor's degree from an accredited four (4) year institution of higher learning with a specialization in psychology, behavioral health, social work, special education, counseling, rehabilitation, nursing, or a closely related field and one (1) year experience if the degree is in a closely related field. Candidate must have a valid driver's license and be able to travel throughout Aroostook County if necessary.



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

Employee Recruitment Incentive applies for this position.

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.



Position: Kitchen Custodian
Division: Mercy Home
Type: Part Time

Northern Maine General is seeking a Kitchen Custodian to work in our Mercy Home division in Eagle Lake. This position is a variety of 4-hour evening shifts to accumulate to 16 hours per week total. The desired candidate would be responsible for cleaning and disinfecting all floors and walls and equipment in the kitchen area and perform emergency housekeeping if necessary. They also would inspect surfaces and equipment for defects and report areas of concern to their supervisor. No prior experience is necessary and training will be provided. A high school education is required, and candidate must be able to work independently.



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

Northern Maine General is seeking a Housekeeping and Laundry 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: Cook
Division: Mercy Home, Eagle Lake
Type: Full Time

\$2,000 SIGN ON BONUS

Northern Maine General is seeking a Cook to work in our Mercy Home in Eagle Lake. The primary purpose of this position is to prepare, direct, and organize the daily functioning of the kitchen to ensure preparation of resident meals in a sanitary manner and in accordance with dietary orders. The Cook supervises the dietary aides in the kitchen. This position requires a grade school education. No prior experience is necessary. Training will be provided.



Position: Swim Instructor
Division: Wellness Center, Eagle Lake
Type: Temporary Part Time

Northern Maine General is seeking a motivated individual to work as a Swim Instructor at the NMG Wellness Center in Eagle Lake. The Swim Instructor creates a safe, non-threatening environment while teaching swimming lessons in an indoor pool to small groups and/or one-on-one with individuals. This position has flexible hours. Instructor works as needed and when available for private lessons throughout the year. In addition, instructor works a more consistent schedule for two afternoons per week for six weeks during summer months. The desired candidate must be willing to work with children and adults, be a certified lifeguard and/or a certified water safety instructor, and/or have at least one year of experience teaching swimming lessons or lifeguard experience. Instructor must possess or gain certification in CPR, First Aid, and Fire Safety, all of which are provided by the agency. COVID 19 vaccine is mandatory.



Position: Agency Maintenance Personnel
Type: Full Time

Northern Maine General is seeking an individual to serve as a maintenance personnel for the agency as a whole, keeping the facilities and grounds safe by performing routine maintenance work. A variety of manual skills and tasks are required to perform specific duties which may include, but are not limited to: basic carpentry; electrical and plumbing skills not needing license to perform; moving large furniture and equipment; operating large and small grounds equipment; performing all types of snow removal, occasionally in inclement weather; monitoring heating, air conditioning and HVAC systems; performing regular vehicle preventative maintenance; and performing custodial duties if necessary. Training will be provided.

A high school diploma or general education degree (GED); or related experience and/or training; or equivalent combination of education and experience is required. Must have a valid driver's license. Must be willing to use personal vehicle to perform assigned work duties from facility to facility.



Position: Administrative Support Staff
Division: Business Office-Caribou
Type: Full Time

Northern Maine General (NMG) is seeking an Administrative Support Staff to join its site office located in Caribou. The Administrative Support Staff is primarily responsible for answering the telephone, transferring calls to the correct extension, taking referrals for outpatient mental health services, and scheduling/canceling clinician appointments. Tasks include verifying insurance benefits, filing & scanning client records, prepping intake packets, preparing/tallying billing sheets, inputting units of service into billing software, and maintaining supplemental spreadsheets.

Preference will be given to a candidate with the following knowledge: minimum of a high school diploma or its equivalent, one year work experience in a similar office environment, knowledge of Microsoft Word, Excel, Outlook, and electronic medical records.