



**PLEASE SCROLL BELOW TO VIEW THE FOLLOWING POSITIONS:**

**Managerial Opportunities**

- Director of Nursing – Mercy Home – Eagle Lake – Full Time
- Dietary/Housekeeping Supervisor – Mercy Home – Eagle Lake – Full Time
- Program Manager – based in Caribou Office – 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
- 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:**

- Adult Case Manager – Caribou, Presque Isle Area – Full Time
- Children’s Rehabilitative & Community Support Worker – Aroostook County – Part Time
- Outpatient Clinical Social Worker – Aroostook County – 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
- Dietary Aide – Mercy Home – Eagle Lake – Part Time
- Swim Instructor – Wellness Center – Eagle Lake – Temporary Part Time
- Maintenance Personnel – Agency wide – Eagle Lake – Full Time



**Position:** Director of Nursing  
**Division:** Mercy Home  
**Type:** Full Time

### **\$16,000 SIGN ON BONUS**

Northern Maine General is seeking a full time Director of Nursing (DON) for its long term care facility, Mercy Home. The DON is responsible for planning, organizing, developing, and directing the overall operation of the Mercy Home's direct care department in accordance with federal, state, and local standards. Under the direction of the Administrator and Medical Director, the DON is to ensure that the highest degree of quality care is maintained at all times on the nursing, skilled, and residential care units.

Specifically, the DON must recruit, hire, train, retain, and schedule sufficient and competent personnel to meet the residents' and overall facility's needs as defined by regulations. The DON must regularly observe, communicate with, and support direct care staff to meet the changing needs of the resident and the facility. The DON must assure that all resident care/treatment is appropriately provided, as agreed by the team, and accurately documented in accordance with policy and regulation. The DON must provide direct nursing care as necessary and must assure that work responsibilities are covered in his/her absence, to include the presence of at least one competent full time staff that is trained to be in a "Charge" position. Candidate must be flexible and adaptable to change, in order to effectively carry out Management duties.

Candidate must possess, as a minimum:

- an Associate's Degree in Nursing from an accredited college or university
- a current, unencumbered, active license to practice as a Registered Nurse in the State of Maine
- 2 years of experience as a Nurse in a long-term care facility



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

**\$2,000 SIGN ON BONUS**

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:** Program Manager (Case Management Supervisor)  
**Division:** Case Management and Behavioral Health Home Programs – Aroostook County  
**Type:** Full Time

Northern Maine General has an opening for a full time Program Manager who will serve as the administrative supervisor of its Case Management and Behavioral Health Home staff in Aroostook County. The Program Manager assists with managing personnel duties and monitoring the provision of appropriate case management and health home services to each consumer. The Program Manager oversees hiring, orientation, assignment of cases, monitors and evaluates schedules and training requirements of staff, and provides quality assurance record reviews to ensure quality and accurate services are being provided to consumers. The Program Manager must be able to work independently, collaboratively in a team-oriented environment, and in the community. Manager must also have a strong level of professionalism and leadership skills, and the ability to communicate clearly and effectively.

The desired candidate shall be at least 21 years of age, possess a bachelor's degree with a concentration in human or social services, and have had at least four (4) years of relevant experience in the intellectual disability and autism field. Candidate must also be a full MRHT-C or be eligible for a MHRT-C. Candidate must have experience supervising staff providing services to persons with intellectual disability and/or autism. A LSW with a Master's degree who is eligible for examination, or a LCSW is preferred, but not required. Valid driver's license and ability to travel throughout Aroostook County is required.



**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:** 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:** 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:** 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:** 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:** Dietary Aide  
**Division:** Mercy Home, Eagle Lake  
**Type:** Part Time

Northern Maine General is seeking a Dietary Aide to work in our Mercy Home in Eagle Lake during the day shift from 6am-1pm or 7am-2pm. 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.



**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.



