



PLEASE SCROLL BELOW TO VIEW THE FOLLOWING POSITIONS:

Managerial Opportunities

- Program Manager Assistant – Waiver Division – Eagle Lake – Full Time
- Director of Nursing – Mercy Home – Eagle Lake – Full Time
- Assistant Administrator – Mercy Home – 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 or 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
- 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 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 or Part Time

Other Opportunities

- 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
- Cook – Mercy Home – Eagle Lake – Full Time
- Accounting Clerk - Central Office – Eagle Lake – Full Time or Part Time
- Maintenance Personnel – Eagle Lake – Full Time



Position: Program Manager Assistant
Division: Waiver Division, Eagle Lake
Type: Full Time

\$2,500 SIGN ON BONUS.

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR PART TIME.

Northern Maine General is seeking a Program Manager Assistant to work for our Waiver Division in Eagle Lake. The Program Manager Assistant works closely with the Program Manager and 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 residential settings.

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

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: Assistant Administrator
Division: Mercy Home, Eagle Lake
Type: Full Time

Northern Maine General's Mercy Home is looking for an Assistant Administrator. This person is responsible for assisting the Long Term Care Administrator in the daily operations, management, and functions of the nursing home and assuring that quality of care for residents is being provided. This person would act as the Acting Administrator or other Department Head as designated.

Candidate must be proficient with computers, organized, be able to work independently, and be successful at multi-tasking. Preference would be given to the candidate who has at least 2 years of long term care or residential care experience, or who has a Baccalaureate or higher degree from an accredited college or university in Administration, or a health related field, such as nursing or social work. Candidate must be 21 years of age or older and of good moral character.



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

\$2,500 SIGN ON BONUS.

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR PART TIME.

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: Full Time

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR 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. This position is for either day shift (7am-7:30pm) or night shift (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

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR 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.



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

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR 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.



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

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR 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

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR PART TIME.

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 MHRT-C, or be eligible for MHRT-C. Candidate must have a valid driver's license and be able to travel throughout Aroostook County if necessary.



Position: Children's Case Manager
Division: Case Management Program
Type: Full Time

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR PART TIME.

Northern Maine General has an opening for a Children's Case Manager to work with clients in the Caribou, Presque Isle area. Case Managers work with children with intellectual disabilities or 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 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

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR 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.



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



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

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR 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

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR 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: Cook
Division: Mercy Home, Eagle Lake
Type: Full Time

EMPLOYEE WHO REFERS NEW HIRE CAN EARN \$300 FOR FULL TIME AND \$150 FOR PART TIME.

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: Accounting Clerk
Division: Business Office, Eagle Lake
Type: Full Time or Part Time

Northern Maine General is looking for an Accounting Clerk to perform various accounting and clerical tasks throughout the business office. This position could be full time or part time. Duties may include, but are not limited to: entering accounting data and posting transactions; maintaining financial supplemental data; preparing monthly journal entries; reconciling bank accounts and credit card statements; making online purchases as authorized; performing administrative functions of the business office, etc. Candidate must have a minimum of a high school diploma or its equivalent; preference will be given to candidate who has a degree in a business-related field and two to five years of experience in accounting and bookkeeping.



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.