

NEW GRADUATE **RN** Pathways

MAINE LOCATIONS

- > Maine Medical Center
- > Southern Maine Health Care
- > Maine Behavioral Healthcare
- > MaineHealth Care at Home
- > LincolnHealth
- > Pen Bay Medical Center
- > Waldo County General Hospital
- > Stephens Memorial Hospital
- > Franklin Memorial Hospital

NEW HAMPSHIRE LOCATION

- > Memorial Hospital



MaineHealth NEW GRADUATE RN > Pathways

MaineHealth is an integrated health network comprised of 12 local hospitals and health facilities that touch coastal, southern, and western Maine and eastern New Hampshire.

Here at MaineHealth, we welcome RNs to enter the profession at various campus locations providing you the opportunity to start your career where you feel you best fit – Level 1 trauma center, behavioral health, long term care, community hospital or Home Care – as well as in the community that works for you.

- > All jobs are posted online at careersatmainehealth.org (Category: Nursing).
- > We generally include “*New Graduates Welcome*” in the title, easing your job search.
- > All regular status positions 20 hours and above are eligible for benefits.

SCAN >



> Connect to New Grad RN Opportunities



> Join Our Nursing Talent Network Community

MaineHealth

*The Southern Region of MaineHealth
consists of the following campus locations:*



Maine Medical Center

Maine Medical Center is the flagship hospital of MaineHealth, located in Portland. MMC is the state's largest medical center, licensed for 637 beds and employing nearly 9,600 people. Maine Medical Center's unique role as both a community hospital and referral center requires an unparalleled depth and breadth of services, including the state's only allopathic medical school program, through a partnership with Tufts University School of Medicine, and a world-class biomedical research center, the Maine Medical Center Research Institute.

We are proud to be an **American Nurses Credentialing Center MAGNET recognized** hospital and have received our third designation, an honor only 2% of the hospitals in the nation have achieved. We offer opportunities for nurses to thrive and excel in today's complex health care environment. Structures and processes at the medical center support a professional practice environment that ensures an individual's professional development. A state of the art simulation laboratory, professional educational opportunities within the medical center and strong academic partnerships offer nurses multiple opportunities to learn and develop.

NEW GRADUATE RN > Pathways

MaineHealth

At MMC there are two common pathways to enter the RN profession:

Clinical Nurse I -

**New Graduates Welcome*

Clinical Nurse I positions are open to all RNs with 0-1 years of RN work experience. These are immediate openings and are posted as Clinical Nurse I, along with the unit/specialty and work shift/schedule which is available. Clinical Nurse I positions may be posted at any time throughout the year as the unit has a vacancy.

All RNs with less than one year of RN experience will automatically be enrolled in the New Grad Residency Program in conjunction with their unit based schedule.

Candidates should apply to each Clinical Nurse I opportunity they are interested in.



New Grad RN -

12 Week Temp Program/Residency available

The second and most popular pathway for new RNs at MMC is the New Grad Temporary program. This program is available three times per year (aligned with the May/August and December graduating classes).

Candidates only need to apply once to this program to be considered for various units/ openings across the organization. Submitted cover letters should best express your clinical or unit based preferences. Unit assignment will be determined by facilitators of the program in collaboration with candidate interests when able.

➤ This is a 12 week temporary program with intent to transfer into a regular status/ budgeted position within that period. Unit orientation occurs during this time, and generally consists of both day and night shifts. During this program, benefits are not offered. Benefit eligibility would begin upon acceptance of a regular status position.

All Clinical Nurse I or New Grad Temporary positions are offered contingent on passing the NCLEX. You may start in your new role once your license has been obtained.

All New Graduate RNs hired into a Regular Status position at MMC are automatically enrolled in our Residency program in conjunction with their unit based employment.

*For more information about MMC
New Graduate RN opportunities,
call: 207-662-2680*

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MaineHealth

Southern Maine Health Care

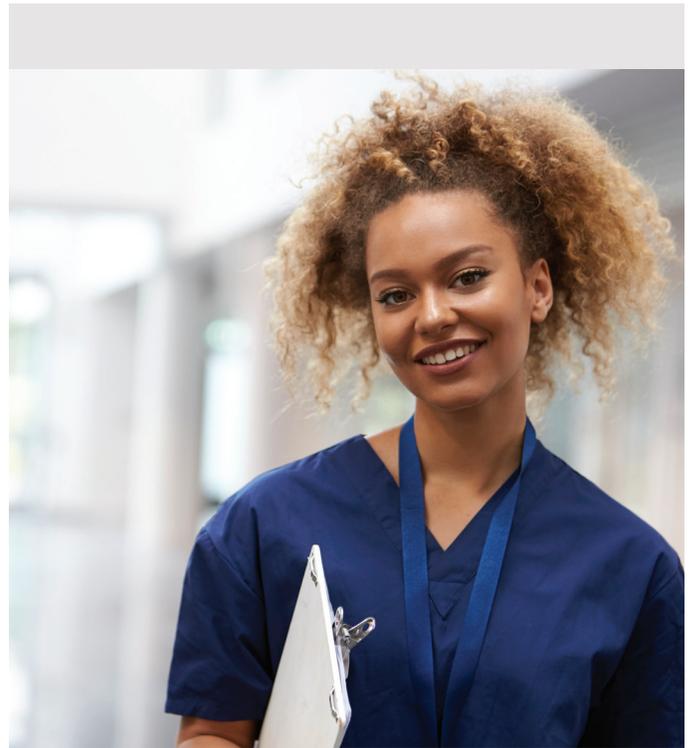
Registered Nurse -

**New Graduates Welcome*

Southern Maine Health Care (SMHC) is a nationally accredited, award-winning not-for-profit healthcare system offering a comprehensive array of medical care and services including: a full-service medical center and emergency departments in Biddeford and Sanford. SMHC supports your transition from advanced beginner to competent professional nurse in the clinical setting by offering new RNs automatic enrollment in our 1 year New Graduate Residency Program, in conjunction with their employment. We encourage new graduates to consider opportunities on our Medical/Surgical units (3rd and 4th floor) and the Float Pool.

All New Graduate RN roles are offered contingent on passing the NCLEX. You may start in your new role once your license has been obtained.

For more information about SMHC New Graduate RN opportunities call: 207-662-2680



MMC and SMHC Nurse Residency Program (NRP)

The Nurse Residency Program (NRP) at Maine Medical Center and Southern Maine Health Care is a year-long series of four-hour monthly learning experiences designed to support new nurses as they transition into a professional nursing practice. The NRP is one way that we support the professional growth and advancement of our new graduate registered nurses.

We understand the needs and challenges of newly hired graduate nurses throughout their integration into professional practice.

All new graduate RNs hired into regular status positions at MMC and SMHC are *automatically enrolled* in our Residency program in conjunction with their unit based employment.

NEW GRADUATE RN > Pathways

MaineHealth

Spring Harbor Hospital

A division of Maine Behavioral Healthcare



Registered Nurse - **New Graduates Welcome*

Set on 50 acres, Spring Harbor Hospital, part of Maine Behavioral Healthcare, is southern Maine's only private psychiatric treatment and recovery center. Our inpatient programs for youth and adults provide hope for those who suffer from a variety of mental illnesses and co-occurring disorders (mental illness and substance use). We welcome new RNs for any of our Registered Nurse positions.

Candidates may begin their career as a Graduate RN immediately following graduation, and then promote to a Registered Nurse following successful completion of NCLEX exam.

***For more information about SHH
New Graduate RN opportunities,
call: 207-662-2680***

***Based in both the Southern and
Midcoast Maine Regions***

MaineHealth Care at Home

Home Care Clinical Nurse I (RN) - **New Graduates Welcome*

At MaineHealth Care at Home, we enable patients to stay independent and right where they want to be: at home. Our nurses serve patients of all ages in towns throughout Southern and Midcoast Maine.

Our professional team provides the care you need to make the transition from hospital to home where friends and family can support your recovery and ease the uncertainty of illness. MaineHealth Care at Home offers a wide range of home health services and programs. Whether the patients are recovering from illness or injury, or have a long-term condition, MaineHealth Care at Home provides skilled medical care in the comfort of home. Opportunities are based in Coastal Maine, York and Cumberland County.

All new graduate roles are offered contingent on passing the NCLEX. You may start in your new role once your license has been obtained.

***For more information about MHCAH
New Graduate RN Opportunities,
call: 207-662-2680***

NEW GRADUATE RN > Pathways

MaineHealth

The Midcoast region of MaineHealth consists of the following campus locations:

LincolnHealth

St. Andrews/Boothbay Harbor

Miles Campus/Damariscotta

LincolnHealth is a full-service healthcare system that includes the Miles Campus in Darniscotta, the Andrews Campus in Boothbay Harbor, two long-term care facilities, and retirement communities. Services include skilled nursing, assisted living and memory care. LincolnHealth is Lincoln County's largest employer, with more than 1,000 full-time and part-time employees ensuring high quality, patient-centered, and affordable healthcare.

Pen Bay Medical Center

Rockport

Pen Bay Medical Center is an integrated community healthcare system serving Midcoast Maine. Their family of providers include Pen Bay Physicians & Associates, Knox Center—an 84-bed, long term nursing care and rehabilitation center, and Quarry Hill—Midcoast Maine's premier extended care community for adults ages 55+ providing independent, assisted-living, short and long-term nursing, and specialized memory loss care.



Waldo County General Hospital

Belfast

Located in Belfast, Waldo County General Hospital is a 25-bed, not-for-profit, critical access, medical and surgical hospital serving area residents since 1901. The hospital features an inpatient hospice care suite, a fully-digital radiology and imaging department with in-house CT scanner, MRI unit, nuclear medicine scanner, digital mammography and digital ultrasound, a medical oncology and infusion therapy clinic, a sleep disorders Laboratory, advanced cardiology and pulmonary testing, the Voice and Swallowing Center of Maine, a mobile PET scanner, and a Dialysis Clinic.

Registered Nurse -

**New Graduates Welcome*

The new RN Intern/Resident is a regular status position and is eligible for benefits.

The new RN is supported during a 9-12 week internship/orientation period with a preceptor. This is followed by a 9-month internship program with enhanced learning opportunities and the support of a mentor. Opportunities are available in acute care and long term care settings.

All New Graduate RN roles are offered contingent on passing the NCLEX. You may start in your new role once your license has been obtained.

For more information about Midcoast RN opportunities, call: 207-301-6963

NEW GRADUATE RN > Pathways

MaineHealth

The Western region of MaineHealth consists of the following campus locations:

Stephens Memorial Hospital

Norway

Stephens Memorial Hospital is a not-for-profit, 25-bed critical access hospital, committed to providing exceptional care that is close to home for the communities we serve. Our medical staff, employees and volunteers embody the friendly, community-oriented behaviors for which the people of Maine are known.

When you join Stephens Memorial Hospital, you become part of a family offering high-quality care in a beautiful, rural setting. Norway is a scenic, affordable community in the heart of a four-season recreation area, offering a wealth of outdoor activities, such as hiking, fishing, skiing, ice skating, boating, kayaking, four-wheeling, snowmobiling and much more. Our region also features golf courses, gemstone quarries, country fairs, concerts, horticulture and art events. We are located just one hour from Portland, less than one hour from outlet shopping in Freeport, home of L.L. Bean, and 2.5 hours from Boston.



Stephens Memorial Hospital has established a formal 12-week New Graduate Nurse Development Program. Our comprehensive orientation is designed to encourage increased confidence and competence, including a blend of classroom and clinical experience with a preceptor-led clinical. Our dedicated professionals are caring and innovative at providing the training and hands-on experience that is necessary to deliver high-quality health services. Orientation occurs on both day and night shifts. Upon completion of the twelve weeks, additional orientation pathways will prepare new nurses for specialty areas. Immediately following the orientation period, new graduate nurses will continue employment on a specialty unit matched to their clinical interest and are enrolled in our new Transition to Practice Support Program and Mentoring Program, which lasts for one year. These programs have been developed to benefit the new graduate in many ways including feeling supported and valued within the unit and institution, gaining a better understanding of the unit and institutional values, mission and culture, increased job satisfaction, increased personal satisfaction, and functioning at a higher level of practice. New Graduate RNs will begin orientation in early June following graduation and passing the NCLEX.

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MaineHealth

Franklin Memorial Hospital

Farmington

Franklin Memorial Hospital is part of Franklin Community Health Network, the sole hospital network serving the rural community of greater Franklin County, offering a broad range of healthcare services since 1929. We are an award-winning, 65-bed hospital that combines high-quality patient care, advanced technology, and modern facilities with strong community values. Our four-season region offers a rich tradition of family-centered community celebrations and bustling downtowns.

There is no better place to spend a lazy summer day than next to one of our pristine lakes busy with swimmers, kayakers and boaters. We have a multitude of incredible mountains and trails that are fun for both families and experienced climbers, and provide some of the most breathtaking views in New England. We are within a short proximity to Sugarloaf USA, Saddleback Mountain and Resort, and Sunday River.

Franklin Memorial Hospital has developed a New Graduate Registered Nurse orientation program. Our comprehensive, 12-week orientation period begins after the new Registered Nurse graduates pass the NCLEX and become licensed. After orientation, we encourage new grads to consider opportunities in any of our clinical departments, where they will gain additional, hands-on training. New Graduate Registered Nurses are enrolled in a year-long New Graduate Registered Nurse Program, where our dedicated and knowledgeable professionals will continue to provide exceptional educational support through regularly scheduled meetings with clinical instructors. Following the year-long program, RNs will be eligible for our Registered Nurse Clinical Ladder Program.

Registered Nurse (RN) - **New Graduates Welcome*

Our Western region welcomes new graduates across various inpatient units.

All New Graduate RN roles at Stephens Memorial and Franklin Memorial Hospital are offered contingent on passing the NCLEX. You may start in your new role once your license has been obtained. All regular status team members (20+ hours) have access to competitive benefits including generous PTO, paid paternity leave, health insurance, and more!

**For more information about
Western Region RN opportunities,
call 207-744-6071**

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MaineHealth

New Hampshire



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<https://commons.wikimedia.org/w/index.php?curid=76670785>

Memorial Hospital

North Conway

Registered Nurse -

**New Graduates Welcome*

MaineHealth has one campus location, Memorial Hospital, located in beautiful New Hampshire. We welcome new RNs to enter the profession at our facility in numerous units including critical care and long term care.

Since 1911, Memorial Hospital, a 25-bed full service critical access hospital, has been caring for the people of Mount Washington Valley and beyond, offering a diverse array of specialty coverage including Emergency Medicine, Surgical (General, Urology, Podiatry, OB/GYN, Orthopedic, and Ophthalmology), Primary Care, Women's Health, Orthopedics, Sports Medicine, Podiatry, Wound Care, Oncology, Diabetes, Pediatrics and Hospitalist services.

Memorial Hospital is ranked among the nation's top 100 integrated healthcare delivery networks. Memorial Hospital's employees work based on a Culture of Excellence and are committed to delivering quality healthcare close to home, with all the services of a large urban hospital. We are proud to offer our staff competitive salaries and comprehensive benefits including health, dental, life, disability and tuition reimbursement. We also offer an RN Employee ladder and higher per diem rate.

With a backdrop of over 700,000 acres of protected White Mountain National Forest and boasting the tallest peak in the North East (Mt. Washington 6,288 FT.), the North Conway, NH area offers many activities to choose from which span all four seasons including some of the finest skiing, snowmobiling, hiking, golfing, fishing, canoeing, camping, family attractions, scenic tours, shopping and leaf peeping in the entire country!

Candidates may begin their career as a Graduate RN following graduation, and then promote to a Registered Nurse following successful completion of NCLEX exam.

For more information about Memorial Hospital's New Graduate RN opportunities

call: 603-356-5461 ext. 2505

NEW GRADUATE RN > Pathways

MaineHealth