

MANAGEMENT IN-TRAINING PROGRAMS

GOAL

Belmont Village Senior Living's Management In-Training programs prepare individuals for a variety of vital roles within our communities, expanding trainees' knowledge in their fields and enhancing leadership and management skills with hands-on experience.

QUALIFICATIONS

While the qualifications for each program vary, applicants with a bachelor's degree and experience in senior living are strongly preferred. Trainee program candidates must have a passion to work with seniors and will want to make a long-term career at Belmont Village. We look for self-starters with demonstrated strategic problem-solving skills, as well as excellent oral and written communication skills. Ideal candidates should have prior leadership or management experience.

PROGRAMS

There are six in-training tracks, with each program tailored to the position and the trainee. Talented individuals who are either new to Belmont Village or current, dedicated staff members are encouraged to apply. All trainees will learn core leadership competencies and have a mentor who guides them through the program at their assigned community.

Executive Director in Training (EDIT)

EDIT will learn the operations and overall management of the community. The program offers participants a multi-month comprehensive training program to learn the role of an Executive Director under the direction of a designated preceptor. Participants will assist their preceptor through completion of assigned duties and will be given progressive responsibilities and duties. Ideal candidates must have experience in senior living or hospitality management along with a bachelor's degree.

Director of Resident Care Services in Training (DRCSIT)

The DRCS is a licensed nurse and the clinical services manager within the community overseeing all nurses and direct care staff. DRCSIT will participate in a comprehensive, multi-month training program under the direction of a designated preceptor. Participants will be given progressive responsibilities and duties related to the management of resident services, supervision of staff and licensure compliance. Ideal candidates must have a current nursing license. Registered nurses are preferred.

Memory Programs Coordinator in Training (MPCIT)

The MPC oversees all memory enrichment programs, including dementia-related staff education, and manages all dementia direct care staff. MPCIT will participate in a 6-month training program



with a preceptor, assisting with the completion of all aspects of the role. They will hone dementia-capable skills and learn about Whole Brain Fitness and our philosophy that emphasizes function. Ideal candidates should have experience in memory care and dementia programming along with a bachelor's degree.

Chef Manager in Training (CMIT)

CMIT will participate in a six-month training program to learn the role of Chef Manager under the direction of a designated preceptor. Participants will be given progressive responsibilities and duties related to the management of food services, leadership, management and staff supervision. Ideal candidates must have culinary experience.

Human Resources in Training (HRIT)

HRIT will participate in a six-month training program to learn the role of Human Resources Generalist under the direction of a designated preceptor. Participants will learn state-specific, employee-related laws and regulations in addition to being given progressive responsibilities and duties related to the HR role. Ideal candidates must have a bachelor's degree or an associate's degree with prior HR experience.

Community Relations in Training (CRIT)

CRIT will participate in a multi-month training program to learn the role of Community Relations under the direction of a designated preceptor. Participants will develop inside sales and external marketing experience to external referral sources while strengthening communication and organizational skills. Ideal candidates must have an associate's degree.

