

MANAGEMENT IN-TRAINING PROGRAMS

GOAL

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

QUALIFICATIONS

While the qualifications for each program vary, candidates must have a passion to work with seniors and the desire to make a long-term career at Belmont Village Senior Living. We look for self-starters with demonstrated strategic problem-solving skills, excellent oral and written communication skills, and a high level of computer literacy. Ideal candidates should have prior leadership or management experience in any field of work. Upon successful completion of the management in-training program, participants must have flexibility in relocating to any Belmont Village Senior Living location in order to be permanently placed in to the role they have trained for.

PROGRAMS

There are four 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. Participants train at a host Belmont Village community under the direction of a preceptor and program administrator, who will guide their training over the course of the program. Participants will learn both technical skills related to their job, as well as hone their leadership skills in order to be successful in their chosen role. This is accomplished through a combination of on-the-job shadowing, completion of a knowledge & skills checklist, participation in online self-paced training modules, participation in leadership assessment tools, and hands on experience. Once the participant successfully completes the program, they will be eligible to apply for any available positions they trained for.

Executive Director in Training (EDIT)

EDIT participants will learn the overall operations and management of the community. The program offers participants a comprehensive 6-12 month 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 learning tasks and will be given progressive responsibilities and duties. They will also complete various operational assignments and projects throughout their training. Ideal candidates must have experience in senior living or comparable management experience in a closely related field (i.e. hospitality, customer service). Candidates must have an Associate's degree from an accredited institution - Bachelor's degree is preferred - and have the ability to obtain a state Assisted Living Manager/Administrator license by the completion of the program.

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 4-6 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. They will also complete various operational assignments and projects throughout their training. Candidates must have a current nursing license. Prior experience in management/supervisory roles within the Assisted Living industry (or closely related fields) is highly 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 (caregivers and activity/enrichment leaders). The MPCIT will participate in a comprehensive 4-6 month training program under the direction of a designated preceptor. Participants will learn the Whole Brain Fitness model and philosophy that will emphasize functional/technical, dementia capable skills and leadership competencies. The MPCIT will complete various operational assignments and projects throughout their training. Once the participant successfully completes the requirements of the program, they will be eligible to apply for Memory Programs Coordinator or Activity Programs Coordinator. Ideal candidates should have experience in memory care and dementia programming along with a Bachelor's degree and prior experience in management/supervisory roles.

Chef Manager in Training (CMIT)

The Chef Manager oversees all food service operations in our communities, including direct supervision of the kitchen and dining room staff. CMIT will participate in a comprehensive 4-6 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 overall food service operations, leadership, and managing staff. They will also complete various operational assignments and projects throughout their training. Ideal candidates should have a minimum of 2 years of food service experience, preferably in al-la-carte or banquet service, a minimum of 1 year of supervisory experience, and a high school degree or equivalent.

BELMONT *Village*
SENIOR LIVING

For more information, please contact Brian Dell'Ergo, Leadership Development Specialist, at bdellergo@belmontvillage.com

To apply, visit our Career site at <https://www.belmontvillage.com/careers/>



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