

MANAGEMENT ADVANCEMENT PROGRAM

A 6-Month Accelerated Path
to Leadership at Belmont
Village Senior Living



ARE YOU READY TO TRANSITION FROM GRADUATION TO MANAGEMENT IN JUST SIX MONTHS?

Belmont Village Senior Living is looking for high-potential graduates to join our Management Advancement Program (MAP), a highly selective, fast-track leadership development program designed for those with a passion for hospitality, business, and healthcare excellence.

Through our well-developed rotational training program, you will explore careers throughout our senior living communities with the opportunity to build a leadership path that grows with you.

YOUR MAP LEADERSHIP JOURNEY

Our program is structured into two immersive phases to give you a 360-degree view of senior living operations, while being supported by a dedicated preceptor:

Rotational Externship (8 Weeks): The MAP Extern will build a broad operational foundation. You will gain hands-on exposure to every key department—from luxury culinary services to our research-based memory care programming. Upon successful completion of the MAP Externship, participants will be considered for promotion to the MAP Fellowship program.

Operations Fellowship (16 Weeks): High potential candidates who are selected for promotion will join us as a MAP Fellow. Here, you will step into a leadership practicum. Following a core competency assessment, you will specialize in a specific track such as Sales, Business Office Management/HR, or Resident Enrichment, while receiving dedicated mentorship from department heads.



We are seeking recent Bachelor's and Master's graduates from diverse academic backgrounds who possess strong business acumen and a commitment to service.

IS THIS FOR YOU?

- **The Mindset:** You are a team-oriented collaborator with the empathy to create a warm, dignified environment and the analytical mind to drive a multi-million dollar business. You thrive on balancing high-touch hospitality with innovative, evidence-based operations to solve complex problems while leading with purpose.
- **Target Majors:** Human Services like Gerontology, Social Work, Sociology and Psychology; Business, Finance, Accounting, Sales & Marketing; Healthcare or Hospitality Management; Therapeutic Recreation; Human Resources; Education; Nursing

WHAT IS SENIOR LIVING?

Senior Living is a segment of the Senior Care industry blending hospitality and healthcare providing housing, services and personal care to seniors typically over the age of 65 and can include Independent Living, Assisted Living and Memory Care.

WHY START YOUR CAREER HERE?

At Belmont Village, we don't just offer jobs; we cultivate "home-grown" leaders.

- **Reliable long-term career progression in a rapidly growing field:** Move from a recent grad to a management-ready professional in a dynamic, recession-resistant industry. The senior population is increasing by 10,000 per day projecting a need for an additional 1.3 MILLION workers by 2040! Job Growth in the field is projected to grow by almost 33% over the next two decades.
- **Industry Leader:** Belmont Village is an award-winning industry leader and our communities are led by long-tenured, seasoned experts eager to mentor, coach and develop others. Further, Belmont Village offers career stability because we develop, own and operate over 30 communities from coast-to-coast plus Mexico City, Mexico. Join an award-winning company recognized for 8 consecutive years as a Great Place to Work®.

TAKE THE LEAD

Upon successful completion of the 6-month program, you will be eligible for our specialized Management-in-Training (MIT) track, direct placement to a Community Management role, or other available positions within our nationwide portfolio.

TALK WITH US!

Apply today to speak to a member of our team to learn more about how your career goals may align with opportunities at Belmont Village.

Benefits Offered: Belmont Village Senior Living offers full-time employees medical, dental, vision, mental health, and prescription benefits along with Paid Time Off, 401(k) savings with employer match, short-term disability, long-term disability, and life insurance.