



MANAGEMENT IN-TRAINING PROGRAMS

Future Leaders Start Here

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 community in order to be permanently placed into the role they have trained for.

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 team 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 and 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.

Programs listed on back ➡

Executive Director In-Training (EDIT)

In this targeted 12 month training program, participants will learn the overall operations and management of the community under the direction of a designated preceptor. Participants will assist their preceptor through and will be given progressive responsibilities and duties as well as complete various operational assignments. Ideal candidates must have experience in senior living or comparable management experience in a closely related field (i.e. hospitality, customer service).

Director of Resident Care Services In-Training (DRCSIT)

The Director of Resident Care Services is a licensed nurse and the clinical services manager within the community overseeing all nurses and direct care staff. In this targeted 6 month training program, participants will be given progressive responsibilities and duties related to the management of resident services, operations, supervision of staff, and licensure compliance. Candidates must have a current nursing license.

Activity Programs Director In-Training (APDIT)

This targeted 4 month training program immerses candidates in all aspects of the Activity Programs Director role including how to promote resident socialization, growth, learning and development by planning and implementing activities, supervising our resident transportation programs and leading Community holiday programming.

Memory Programs Director In-Training (MPDIT)

The Memory Programs Director oversees all memory enrichment programs, including dementia-related staff education, and manages all dementia direct care staff (caregivers and activity/enrichment leaders). In this targeted 6 month training program, participants will learn the Whole Brain Fitness model and philosophy that will emphasize functional/technical, dementia capable skills and leadership competencies and complete various operational assignments and projects. Ideal candidates should have experience in memory care and dementia programming.

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. In this targeted 6 month training program, participants will be given progressive responsibilities and duties related to the management of overall food service operations, leadership, and managing staff as well as operational assignments.

Community Relations Associate In-Training (CRAIT)

Community Relations Associates are a trusted resource for our prospective residents throughout the consultative sales process. In this targeted 4 month training program, you will master the art of selling, including hosting effective tours, facilitating exceptional new resident move-ins, and developing a strong lead pipeline through internal and external outreach and events.

To apply, visit our Career site at belmontvillage.com/careers

