



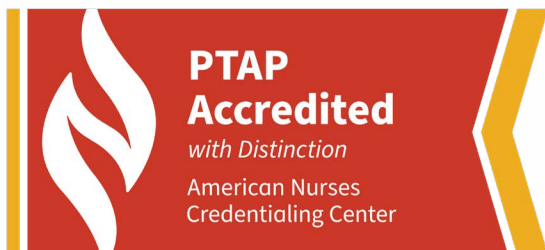
New Graduate

Nursing Pathways

MaineHealth is an integrated health network comprised of 14 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, outpatient practice, 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 including comprehensive healthcare plan, student loan management assistance, access to wellness programs, paid time off, and much more.
- Relocation assistance for eligible candidates.



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Our System-Wide Culture of Excellence:

At MaineHealth, we proudly offer a system-wide culture of career growth, competitive benefits and compensation, and flexibility. Because of the consistency that we keep across entities, we make it equally possible to hold long-term roles and to transition as your career progresses.

Our new graduate positions will be open to RNs with 0-1 years of experience. Along with the unit/specialty, each job posting will detail the available work shift/schedule.

We welcome you to apply up to 6 months ahead of your graduation date. Offers are contingent on the successful completion of the NCLEX. You will be automatically enrolled in the New Graduate residency program when applicable.

Where Do You See Yourself?

Coastal Region

Do you enjoy close access to the ocean? Busy summers and quieter, serene winters? Explore the many treasures that Maine's mid-coast area has to offer, including but not limited to: historic lighthouses, beautiful state parks, ferry rides to island communities off the coast, farm to table restaurants, harbor walks, and picturesque downtowns.

Our Coastal Region Hospitals and Healthcare Services:

- MaineHealth Mid Coast Hospital — Brunswick
- MaineHealth Lincoln Hospital — Damariscotta
- MaineHealth Pen Bay Hospital — Rockport
- MaineHealth Waldo Hospital — Belfast (critical access hospital)
- Home Care and Long Term Care/Assisted Living Facilities — various locations

Southern Region

Do you prefer the city life? In this area of Maine you will find some of our bigger, more bustling cities, Portland and Biddeford, with the closest access to Boston. This area boasts award-winning eateries and breweries, concert venues, museums, city parks and much more.

Our Southern Region Hospitals and Healthcare Services:

- MaineHealth Maine Medical Center — Portland, Scarborough, Biddeford and Sanford
- MaineHealth Behavioral Health Spring Harbor Hospital, Psychiatric Care — Westbrook
- Home Care — York and Cumberland Counties

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Mountain Region

Do you ski or snowboard? Are you an avid hiker? Enjoy trail walks in nature or strolls through charming town centers? Look no further than Maine and New Hampshire's mountain region. Adventure to one of the many nationally recognized ski resorts, pristine lakes, or even Mount Washington — the highest peak in the northeast!

Our Mountain Region Hospitals and Healthcare Services:

- MaineHealth Franklin Hospital — Farmington (critical access hospital)
- MaineHealth Stephens Hospital — Norway (critical access hospital)
- MaineHealth Memorial Hospital — North Conway, NH (critical access hospital)

For More Information

Scan this QR code to see a list of current openings and apply directly.



For information on nurse residency programs in each region, please email mhcareers@mainehealth.org and we will get you in touch with the appropriate contact to speak further.

Continued...

MaineHealth Nurse Residency Program

*Transition to Practice Program
for Newly Licensed Nurses*

Program Overview and Objectives

The MaineHealth Nurse Residency Program (NRP) is designed for Newly Licensed Nurses (NLNs) with less than one year of experience. Our curriculum offers a dynamic, multimodal learning experience supported by a nationally recognized residency learning platform. The program is delivered in a supportive environment dedicated to mentoring, developing, and retaining the future nursing workforce.

The primary goals of the NRP are to enhance nurse competence, confidence, professional development, and overall transition to practice, with a strong focus on patient outcomes.

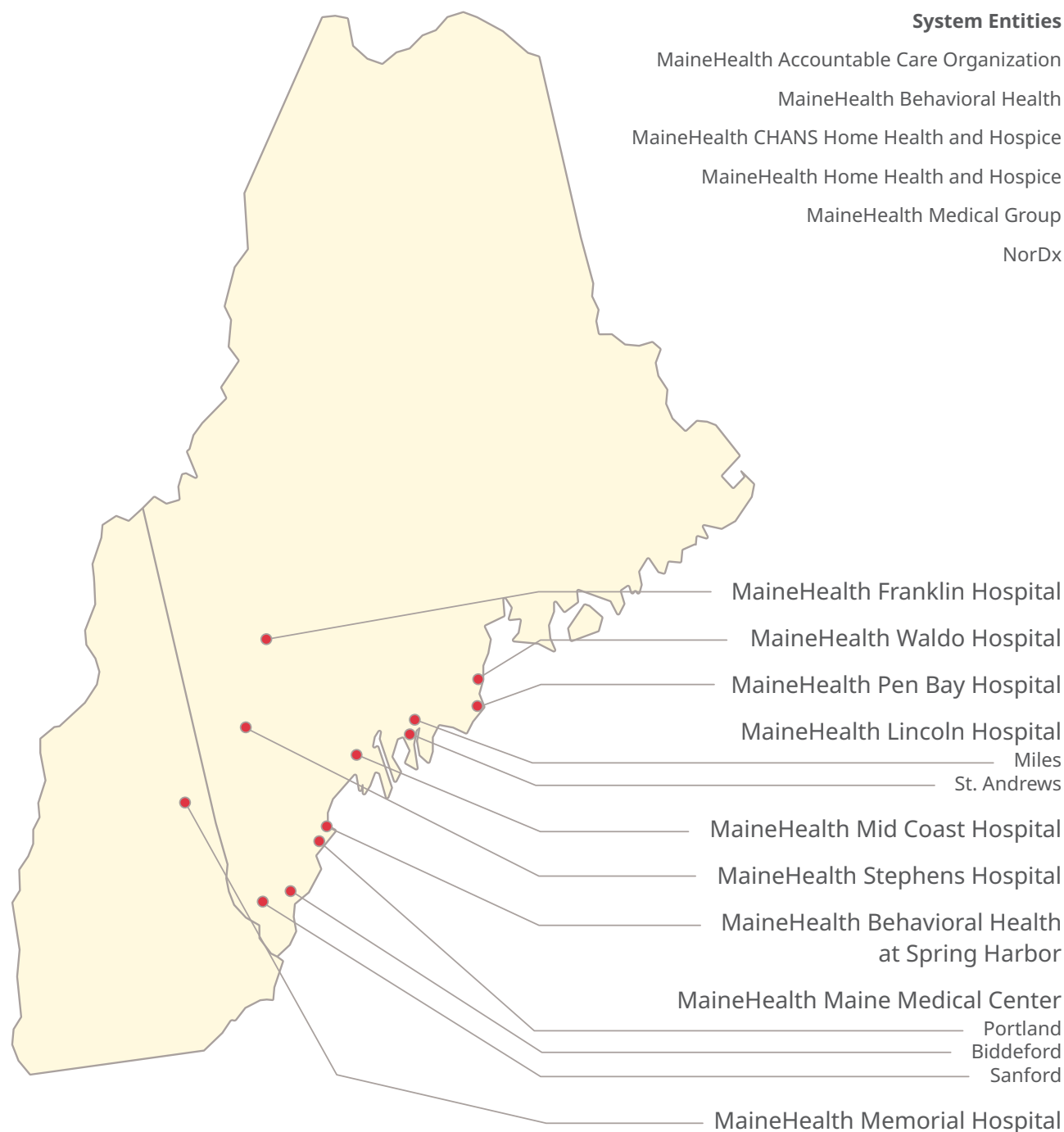
MaineHealth's Nurse Residency Program has achieved ANCC Practice Transition Accreditation Program (PTAP) Accreditation with Distinction, recognizing the program's excellence in supporting nurses through the transition to professional practice.

Upon completion of the program, nurse residents receive a certificate of completion, an appreciation gift, and access to CME Unlimited.

MaineHealth is committed to investing in the education, professional development, and long-term success of our nurses. We are expanding opportunities for mentorship beyond the year-long residency to support continued professional growth and career development. In return, we ask NLNs to commit to full-time employment throughout the duration of the NRP.

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The MaineHealth System



Future RNs



Find your Ideal Career Match

MaineHealth offers Nursing roles at a variety of locations and clinical focus areas allowing you to find your ideal career match. Use your newfound experience and flourishing skills to create a thriving career.

MaineHealth proudly offers our New Grad RNs:

- Excellent, comprehensive benefits
- Tuition assistance to support professional growth
- Relocation assistance for eligible candidates
- Nurse residency programs

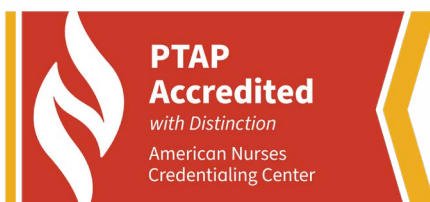
Some of the many pathways available to new graduates are; A Level 1 Trauma Center, Behavioral Health, Long-Term Care, Community Hospitals, and Home Health Care.

Find the Perfect Opportunity for You!

To view all current New Grad openings, Scan the QR code or visit careersatmainehealth.org then search “New Graduates Welcome” Questions? Email: mhcareers@mainehealth.org

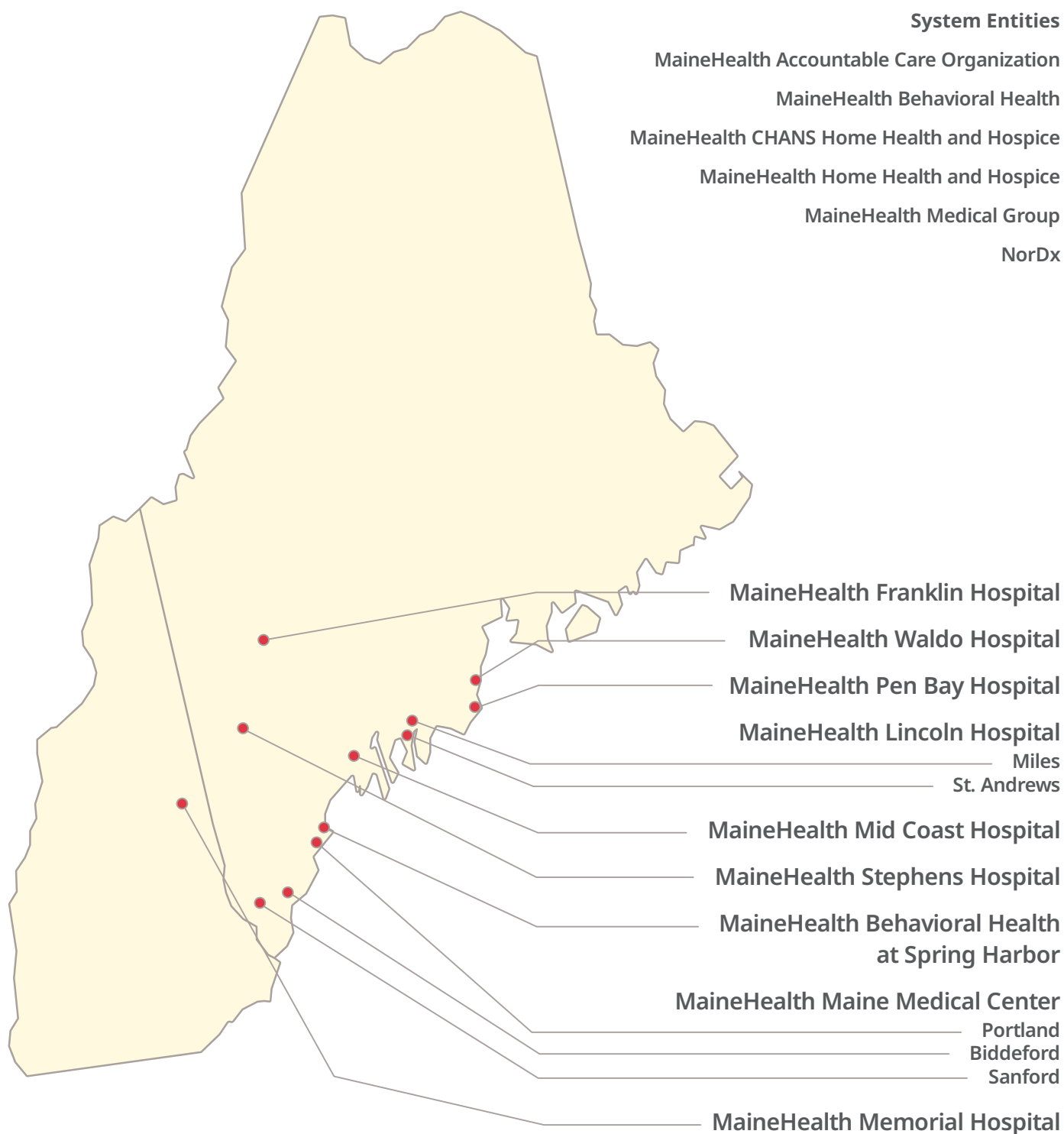


New Grad Nurse Candidates are encouraged to apply up to 6 months prior to graduation. Prefer to wait a bit — that’s ok too, as positions become available throughout the year.



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The MaineHealth System



mainehealth.org

Explore your future in nursing with MaineHealth!



Virtual Nursing Career Exploration Event

Join our Virtual Nursing Career Exploration Event to learn about nursing careers, connect with our team, explore opportunities across MaineHealth, and gain valuable insight into the nursing profession and our hiring process.

Whether you're a current student or new graduate, we invite you to discover where your nursing journey can take you.

Virtual Event Date:

Wednesday, November 4, 2026 at 5:30 p.m. (EST)

Participants will be entered to win a free pair of FIG scrubs!

Upcoming Virtual Event Dates:

- Thursday, January 28, 2027 at 5:30 p.m. (EST)
- Wednesday, March 10, 2027 at 5:30 p.m. (EST)
- Tuesday, June 15, 2027 at 5:30 p.m. (EST)

Scan the QR code to register for this virtual event:



Questions? Email: mhcareers@mainehealth.org