

## Why Work at Central Maine Community College?

Central Maine Community College (CMCC) is a thriving institution on the rise. In the fall of 2024, CMCC surpassed 4,700 students for the first time—a milestone achievement! The campus is a vibrant community bustling with students, faculty and staff who collaborate and connect meaningfully on common values and interests.

Employees exuberate a collective commitment to success. We work together in a professional, respectful and supportive environment to continuously learn how to be better tomorrow than we are today. CMCC employees make a positive impact on student lives—it may be the most rewarding work you will ever do. Become part of our community by teaming up with peers on innovative projects and program development or by repping your Mustang gear and catching a game of one of our 14 intercollegiate sports teams.

CMCC offers full-time employees a strong benefits package that includes:

- Vacation starting at 15 days/year for non-faculty positions
- Sick leave
- 13 paid holidays with extended breaks often given during some holiday periods
- Retirement
- Dental, Health, Life, and Vision Insurance

Additional perks include:

- Opportunities for internal advancement
- Tuition waiver for dependents
- Inclement weather cancelations
- Free on-site gym membership & ski-lift tickets
- On-site dining services with an employee discount
- Comfortable workspaces with the latest technology
- Discounts at area businesses with College ID card

### A Community of Care and Inclusion

At CMCC, we cultivate a welcoming and inclusive workplace. As a proud member of Recovery Friendly Workplaces, we are committed to fostering a non-judgmental environment that empowers individuals in recovery and those supporting loved ones on their journey.

### Flexible Work Hours

Many CMCC employees are able to pick their own work schedule to fall within the hours that campus buildings are open, which is Mon-Fri 7:00am-9:00pm. While most employees choose a traditional Mon-Fri 8:00am-4:30pm work schedule, several employees opt for (4) 10-hour days or a different combination suited for their work-life balance. Employees are entrusted with deciding for themselves when is the best time for them to work. Some employees choose a consistent work schedule, while others adjust their schedule week to week depending what life throws their way.

### Hybrid Work Opportunities

While only select full-time positions at CMCC are fully remote (a huge benefit of working at CMCC is being part of the on-campus community), employees whose work can be done remotely are able to coordinate those days with their supervisor.

### Tuition Reimbursement

All full-time employees are eligible for tuition reimbursement at accredited colleges and universities for advanced credentials from certificates through doctoral degrees. Some employees have utilized tuition reimbursement to earn more than one degree!

### Professional Development

CMCC generously supports employee professional development through the attendance of local and national workshops and conferences. Even better, submit a proposal presentation and represent the College on the big stage!

### Community Involvement

Work release time is provided so that employees can join local boards and organizations that they are passionate about and participate in regional events. Employees are encouraged to represent the College in this way so that they may strengthen their own professional relationships in the community.