



# SAY HELLO TO YOUR FUTURE

EXPLORE CAREERS AT HCSG



## WE STAND WITH YOU

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With a heritage of excellence spanning half a century, Healthcare Services Group (HCSG) serves the dining and environmental needs of healthcare communities. As we continue to expand our team, we're looking for individuals who can be a part of our success story. At HCSG, we are grounded in three key elements: people, serving, experience. Simply put, our people are the difference, serving is the foundation of our purpose, and we deliver exceptional experiences and enhanced outcomes.

Join us at HCSG and become a crucial part of our commitment to excellence in healthcare services. We're eager to welcome talented and dedicated individuals who share our passion for making a positive impact on healthcare communities.

# ABOUT HCSG

HCSG is committed to supporting our employees. We recognize the crucial role of a dedicated and inspired team that is wholeheartedly committed to making positive contributions in every community we serve. We are honored to receive recognition, establish partnerships, and provide our support to these outstanding organizations.

Our Purpose, **Fostering Fulfillment in Communities**, connects every employee in our organization to something bigger than themselves. This creates unity from line staff all the way up to our executive leadership teams. We foster fulfillment in communities in a number of ways, from offering great experiences in the facilities we manage for our clients and their residents to creating rewarding jobs nationwide for employees.

Our Vision is **To Be the Choice for Our Customers**. To do this, we offer exceptional services to everyone, from our employees and clients to our vendors and shareholders. Our Vision for the future motivates us to do our best every day, making our careers at HCSG meaningful and impactful.

We have a set of Values that are the binding forces of HCSG, including **Integrity, Collaboration, Empowerment, Passion and Perseverance**. These values influence the decisions we make, how we represent ourselves, and how we represent the company.



Scan code to see more of HCSG's recognitions and awards.



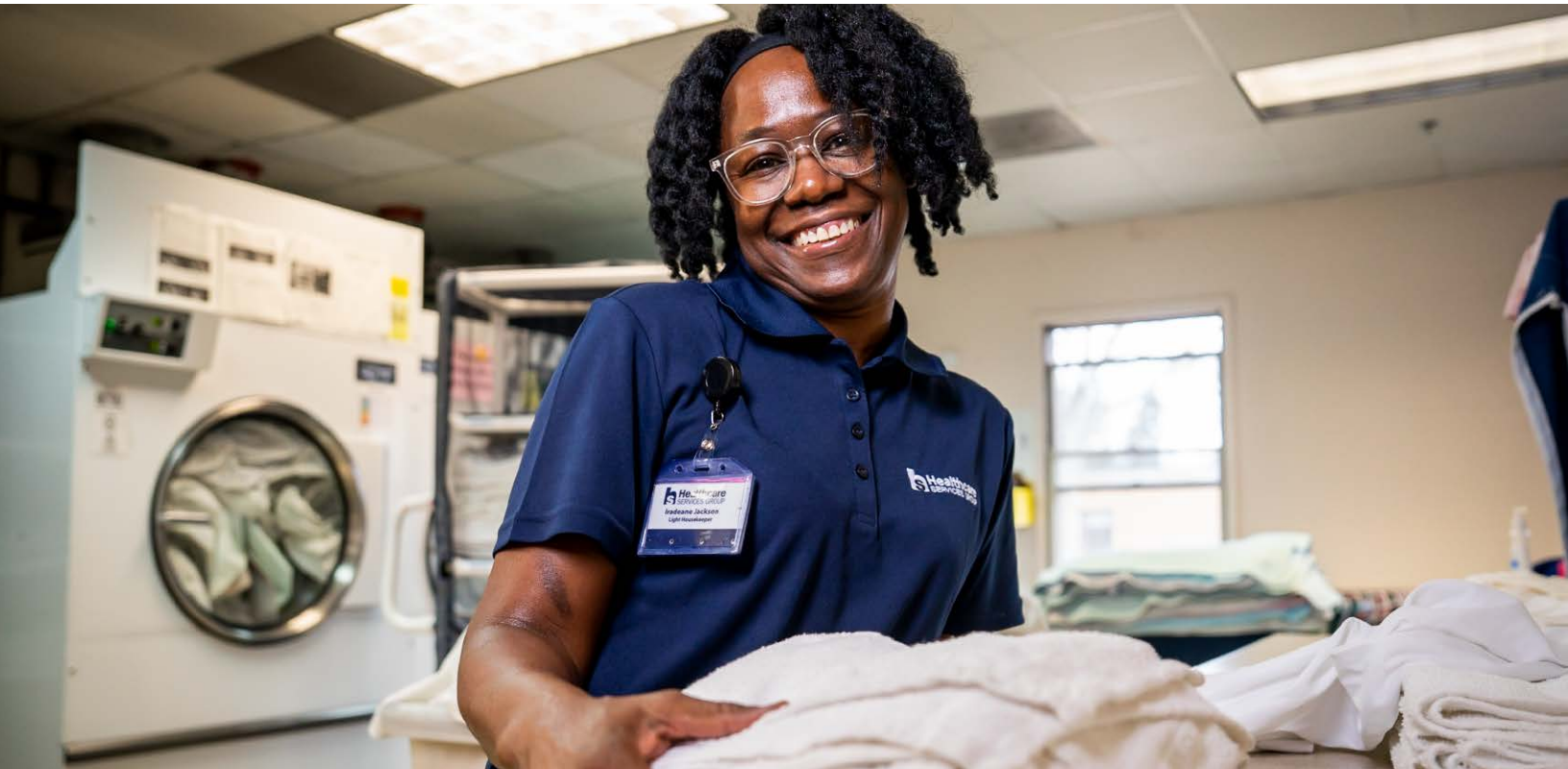
Our company is built on employees who aren't afraid to roll up their sleeves to get the job done, no matter the circumstances. This grit helps us in our ongoing devotion of being the best and going beyond for our clients, residents, patients, and one another.

All in all, our Purpose, Vision, and Values dictate the upward trajectory of success for the future of HCSG. Our employees' tenacity is the driving force behind our achievements!

# ENVIRONMENTAL SERVICES

HCSG's foundation begins with our Environmental Services. For more than 45 years, we have been at the forefront, supporting infection prevention and control initiatives for housekeeping and laundry departments in thousands of communities across the country.

Maintaining a home-like environment is of the utmost importance for residents in healthcare communities. The HCSG team's expertise in housekeeping and laundry programs allows us to provide exceptional living experiences and environments.



## ENVIRONMENTAL SERVICES MANAGER

Provides leadership, support, and guidance to ensure that cleanliness, infection control standards, and customer service expectations are met.

Responsible for a team of housekeepers, laundry workers and floor technicians at one facility location.

Managerial responsibilities, including payroll, staffing patterns, and budgeting.



## HOUSEKEEPER

Performs housekeeping and cleaning activities such as dusting, mopping, and vacuuming.



## FLOOR TECH

Responsible for the overall floor maintenance of carpeted areas and hard surfaces, including floor stripping and waxing.



## LAUNDRY WORKER

Performs a variety of tasks on varying shifts, including collecting and sorting soiled linen, loading and unloading machines, and folding clean linen.





## MANAGER-IN-TRAINING PROGRAM

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Our exciting Manager-In-Training (MIT) program provides the opportunity to learn and grow at an established organization with more than 45 years of experience.

This program teaches prospective managers how to successfully manage partner accounts; including:

- Business Operations
- Human Resources Management
- Financial / Budgetary Management
- Client Relations
- HCSG's Purpose, Vision, and Values

***"I treat this company more like a family. A lot of people I work with have become very close friends. Having HCSG as a family is something you can look forward to and grow with — like a platoon or regiment."***

*Austin Alverson  
Vice President of Operations  
& US Marine Corps Veteran*

HCSG takes the development and education of our associates very seriously. We aim to attract and retain great employees to have a team of engaged and high-performing people at the top of their game. Our promotions-from-within philosophy opens the door to a stimulating and robust career with HCSG.



# NUTRITION SERVICES

As one of the largest employers of Registered Dietitians in the healthcare industry, HCSG promotes nutrition as the foundation for healthful living. Collaborating with our dining service team members, HCSG develops people-centered practices that support residents' nutritional preferences and needs.

Our experienced Registered Dietitians collaborate with medical and administrative leaders to deliver people-centered nutritional care. We are continuously developing menus and nutritious solutions that help to improve outcomes, comfort, and satisfaction through food.

Being on the Healthcare Services Group team offers a unique set of benefits, including:

- A flexible schedule that allows you to manage your time.
- The option to utilize various dietitian practices, take part in training and seek opportunities for growth in your career.
- A platform to share your expert knowledge through HCSG's Nutrition Blog.
- Benefits including Paid Time Off, Paid Holidays, Health Insurance, Complimentary Telemedicine, Competitive Pay, and more.



## REGISTERED DIETITIAN

Provides clinical nutrition expertise through nutritional assessments and documentation.

Assesses potential nutritional risks and implement appropriate medical nutrition therapy interventions.

Provides nutritional counseling and education for patients and families within care communities.

Collaborates with the dining department to ensure nutrition plans are executed effectively.



## LEAD REGISTERED DIETITIAN

Provides clinical nutrition services.

Provides registered dietitian services in one or more sites.

Plans, organizes, develops, and directs the nutritional care of the residents

Assists Director of Clinical Operations with recruiting, training, and scheduling of Registered Dietitians.



## DIRECTOR OF CLINICAL OPERATIONS

Builds, directs, and manages regional clinical teams.

Works and communicates with Human Resources to recruit, hire, and train Registered Dietitian team members.

Manages areas of responsibility to Registered Dietitians.

Participates in budget and oversight processes.



# DINING SERVICES

The kitchen is the heart of every home. This is also true for healthcare communities. HCSG dining team members thoughtfully source ingredients and carefully craft meals that appeal to diverse palates and regional preferences. HCSG's enhanced focus on service ensures a consistently exceptional dining experience.

HCSG offers a fulfilling and exciting career in the healthcare food service industry that makes a positive impact on thousands of lives through culinary expertise.

***"Standing alongside Cooks who want to be Chefs, who want to be mentored, and who want to grow in the business – that's why I do what I do. Being in the military prepared me for that."***

*Shawn McGregor,  
Area Executive Chef & US Navy Veteran*



## DINING SERVICES MANAGER

Provides leadership, support, and guidance to ensure that food quality standards and customer service expectations are met.

Responsible for a team of Cooks and Dietary aides at one facility location.

Performs managerial responsibilities, including payroll, staffing patterns, and budgeting.



## LINE COOK

Prepares and serves food, including modified and therapeutic diets, according to the facility menu and resident needs.

Assists in properly storing, preparing, and serving food.



## DIETARY AIDE

Assists the Cook in the preparation and service of meals.

Prepares and delivers food and trays.

Washes and sanitizes dishes.





# COME GROW WITH US!

**VISIT [HCSG.CAREERS](https://www.hcsg.com/careers) TO LEARN MORE!**



*HCSG is proud to be an equal opportunity employer committed to all employees and applicants regardless of race, color, religion, sex, national origin, age, disability, genetics, ethnicity, pregnancy status, gender identity, sexual orientation, marital status, political opinions, or affiliations, veteran status, or other legally protected classes. HCSG also complies with applicable state and local laws and federal law requirements that govern nondiscrimination in every location where we operate.*

*We are committed to fostering and supporting a vibrant company culture that encourages employees to bring their authentic and best selves to serve our resident and client communities. We believe all employees, regardless of position, age, race, religion, beliefs, socioeconomic background, or gender, should work in an environment where they are safe, respected, and treated fairly, with their viewpoints, thoughts, and ideas encouraged and embraced.*