

## University of Maine Search Waiver Process - Dual Career Spouse/Partner Employment

When filling a vacant position, the University of Maine strives to recruit a well-qualified and diverse applicant pool. The goal of our screening and selection process is to select the most qualified candidate who best meets the needs of the position, the department, and the University.

At the same time, the University recognizes that allowing some flexibility in the recruitment of qualified candidates can support the employment goals of the spouses and partners of faculty and staff and facilitate employees finding success in the University of Maine community. A quality and productive workforce often includes dual career spouses and partners, which in turn supports the recruitment and retention of our valued employees.

The University's Partner Accommodation policy supports spouses and partners of faculty and staff in identifying employment opportunities on campus outside of the competitive search process and matches well-qualified prospective employees with identified University needs. All participants hired under the Partner Accommodation policy must be fully qualified for the identified position and must be approved by the hiring department. The Partner Accommodation policy is not a guarantee of employment and it does not apply once the competitive search process for a position has commenced. Once the competitive search process to fill a vacancy commences, spouses and partners of faculty and staff will be assessed using the same criteria as all other applicants for employment in a given position.

The University's Partner Accommodation policy works in conjunction with the Shared Appointment Policy and Faculty Partner Accommodation Award, for example, in supporting the employment goals of the spouses and partners of faculty and staff.

In addition to the Partner Accommodation policy, Shared Appointment Policy, and Faculty Partner Accommodation Program, the Office of Human Resources provides the following assistance and support to the employment-seeking spouses and partners of job finalists and faculty and staff within the first year of their date of hire:

1. Tips on how to navigate the recruitment and application process at the University of Maine.
2. How to find information about posted University of Maine vacancies.
3. Informal networking support for exploring potential employment opportunities with departments.
4. University of Maine organizational contact information.
5. Contact information for other local employers and job services.

An individual's success in securing employment is ultimately based on his/her credentials, individual efforts, employment-related goals, the University's institutional needs, and the job market. The Partner Accommodation policy, Shared Appointment Policy, and Faculty Partner Accommodation Award and related services do not guarantee employment, the creation of a job vacancy, or exert any influence over the competitive search and selection process.

For more information please contact Human Resources at 581-1531.

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