



JOB ANNOUNCEMENT

Land Use Manager

The 30 Mile River Watershed Association (30 Mile) is seeking applicants for the position of **Land Use Manager** to oversee and implement 30 Mile's watershed management and land use-related programs. 30 Mile is a nonprofit organization in Central Maine with the mission to work as a community for clean and healthy lakes, ponds and streams in our watershed. The Land Use Manager must be passionate about protecting our lakes, while having the technical and project management skills and experience to support our extensive and growing programming.

The Land Use Manager will be responsible for strengthening and expanding our current work, and establishing new programs that advance our long-range planning and mission. This position is also responsible for the development and management of Clean Water Act (Section 319) Watershed Grants, which fund erosion mitigation projects that improve water quality in our threatened lake watersheds.

Essential functions and responsibilities:

Watershed Management & Planning

- Organize and lead watershed steering committees of local and state partners to help guide watershed survey, planning, and implementation projects.
- Partner with lake associations, towns, Maine Lakes, state and federal agencies, universities and others to deliver programs and complete projects and initiatives that protect water quality.
- Organize and lead volunteer-supported watershed surveys in collaboration with municipalities, lake association volunteers, and DEP technical staff. Organize survey results, write final reports, and oversee landowner follow-up actions.
- Lead and support lake watershed-based management plan projects.
- Develop, write funding proposals for, implement, and manage Clean Water Act (Section 319) watershed protection projects, and track nonpoint source (NPS) pollution sites identified through watershed surveys.
- Develop and execute strategies for improving erosion control and natural resource protection in the watershed; develop metrics to prioritize the most effective projects; and support action through technical assistance.
- Work with towns to strengthen ordinances and regulations related to erosion, stormwater runoff, management of road infrastructure and septic systems, and shoreland zoning.

Road & Stream Crossing Management

- Conduct outreach and provide assistance to municipalities and private road associations in the management of roads that are impacting water quality; educate road managers on best practices.
- Support towns in seeking grant funding for road and culvert improvements, and provide project and grant management support.
- Lead and execute regional natural resource protection initiatives and provide technical services such as grant and project management, restoration project site design, road planning, permitting assistance, site evaluations, fieldwork, and grant writing to leverage additional funding and increase the capacity of our coalition member towns to sustain this work.

Septic Systems Management

- Provide training and technical assistance to municipalities in managing septic systems, completing risk assessments, and maintaining septic system inventories.
- Educate private landowners about high-risk systems, environmental risk factors, and proper system care and maintenance to best protect nearby water resources.
- Seek funding to support technical assistance for landowners in high-priority areas and incentivize replacement of at-risk systems.

Landowner Technical Assistance

- Complete site visits with residential landowners to offer advice and site-specific recommendations to improve the management of runoff and correct erosion.
- As needed, develop site plans and cost-estimates, and complete permit applications required for construction of BMPs.

LakeSmart

- Coordinate and promote the LakeSmart program for the watershed. This statewide education and reward program assists lakefront homeowners about lake-friendly practices that protect water quality.
- Provide technical assistance to volunteers in evaluating lakefront properties and making recommendations on best practices.
- Review volunteers' property evaluations for consistency with LakeSmart standards and follow up with landowners who request technical assistance.

Outreach

- Produce content for 30 Mile's monthly e-newsletters and other communications.
- Attend lake association, town, select board, and road association meetings to provide project and program updates and build support for our work.
- Develop and deliver presentations.

- Facilitate training opportunities for road commissioners, code enforcement officers, commercial camp owners, real estate agents, landowners, etc.

Program Administration

- Manage budgets, including annual program operating budgets and budgets for grants, projects, and subcontractors.
- Track progress and update 30 Mile's 5-year plan.
- Write reports.

Qualifications:

- Bachelor's degree (Master's preferred) in natural resources, conservation biology, ecology, environmental engineering, environmental science or related field.
- Four years related experience, including on-site technical assistance, natural resource project/grant management, watershed assessment, and watershed planning.
- Knowledge in stormwater controls, construction and maintenance of roads and culverts, and basic understanding of the science that relates to lakes, streams, watershed phosphorus loading, soils, and algae.
- Grant writing experience for state, federal, and private foundation grants.
- Commitment to 30 Mile's mission and passion for protecting lakes.
- Strong project management skills to lead multiple projects simultaneously. Must be highly organized, detail-oriented and able to direct work assignments, set priorities, delegate tasks and meet deadlines.
- Excellent written and verbal communication skills.
- Ability to take initiative and work independently as well as collaboratively, with limited supervision.
- Supervisory experience in managing diverse teams, particularly volunteers and retirees.
- High proficiency in MS Office (e.g. Word, Excel, PowerPoint, Publisher) and experience with mapping software (such as ArcGIS).

Work environment: The Land Use Manager reports to the Executive Director. This position will be based out of 30 Mile's new permanent location in Mount Vernon, Maine. This is a full-time, salaried position with a flexible work schedule; working some hours remotely is optional. Occasional evening and weekend hours will be required.

Compensation: Salary commensurate with experience, ranging from \$47,000 to \$60,000 per year. Benefits include matching retirement, health care reimbursement, and generous paid time off.

Start Date: As soon as possible

Application Process: Interested candidates should submit a resume, cover letter, and three professional references by email (combined into a single PDF) to silas@30mileriver.org. Application review begins October 28, 2024.

Website: www.30mileriver.org

All decisions are based on nondiscriminatory factors without regard to race, color, religion, sex/gender, sexual orientation, national origin, disability or status as a veteran. We promote a positive and healthy working environment with respect for diversity.