



Director of Water Conservation

This position is responsible for protecting and improving water resources for human and ecological benefit within the service area of Midcoast Conservancy. There is a special focus on Damariscotta Lake and the Sheepscot River. Hires and supervises permanent and seasonal staff needed to carry out programs and reports to the Executive Director. Benefits provided include health care insurance, retirement, 3 weeks of vacation, accrued sick time and 12 holidays, all in a collaborative and flexible work environment. Annual salary of \$44,000 - \$50,000 depending on experience.

Responsible for implementing the following program goals; Tasks are illustrative of the nature of the position and other tasks may be required to complete the goals of this position.

Water Quality Data Collection & Analysis

- Facilitate collection of surface water quality data from fresh and estuarine waters including rivers, streams, lakes, and ponds
- Conduct and coordinate data analysis to determine historic trends and current conditions to determine further data and restoration needs
- Maintain and follow appropriate QA/QC and QAPP procedures to ensure data integrity
- Communicate findings to colleagues, other restoration professionals, partner organizations, public agencies, and members of the public
- Analyze attainment of state water quality classifications and investigate conditions affecting water body impairment and/or Total Maximum Daily Loads (TMDLs)
- Procure and maintain associated sampling equipment and vehicles, including pickup trucks, boats, and trailers

Water Resource Protection & Restoration

- Develop and implement strategies to protect and improve water quality, aquatic organism habitat, connectivity, and recreational access throughout the Midcoast Conservancy service area
- Implement the existing Damariscotta Lake Watershed Protection Plan as approved by Maine DEP and US EPA
- Plan and supervise construction of structural Best Management Practices (BMPs) to prevent Nonpoint Source Pollution (NPS), and implement non-structural BMPs
- Plan and supervise projects to remediate habitat for aquatic organisms
- Develop and communicate recommendations for landowners to improve water quality and aquatic habitat conditions
- Conduct site assessments to determine restoration needs
- Facilitate the control of *Hydrilla* infestations in Damariscotta Lake and manage programs to prevent and identify other invasive aquatic species within the service area
- Act as a resource to staff and the public in the interpretation of and adherence to local, state, and federal regulations for water resource protection

Clean Water. Thriving Communities. Land for All.

Advocacy

- Work with local municipalities and officials to advance protections for water resources which are subject to local jurisdiction
- Monitor and advocate for state rulemaking and legislation to advance protections for local water resources as a secondary method for local resource improvements
- Engage and educate members, volunteers, and partner coalitions as the primary means for advancing protections for water resources

Leadership

- Works with Executive Director and other staff as needed to fundraise for water programs including state and federal grants, private donations, and business sponsorships
- Manage implementation of Clean Water Act Section 319 grant(s)
- Represent Midcoast Conservancy interests with regional and state organizations and in policy matters
- Stays current on science and trends in field of watershed management by attending relevant conferences
- Hire, supervise, and evaluate full-time and part-time permanent and seasonal staff
- Functions as staff liaison to the Damariscotta Lake Council
- Convene the Midcoast Conservancy Water Work Group
- Coordinate activities with partner organizations and agencies when necessary
- Manage tracking and reporting on public and private grants

Desired Knowledge & Skills

The incumbent will have 5 years' experience in the field of water resources, natural resource conservation, project management, or a related field. A combination of relevant education and experience may be considered in lieu of experience.

Desired Skills & Experience Include:

- Project management
- Water quality data collection standards and techniques
- Environmental conservation or restoration
- Experience with local, state, and federal rules and regulations related to water resource protection and conservation
- Experience in supervisory role
- Experience with customer service; responding to client or public inquiry in a respectful and knowledgeable fashion
- Experience working with a diverse group of partners and managing multiple priorities
- Experience with technical software such as ArcGIS, AutoCAD, and other statistical or analytical software

To apply please email cover letter, resume and names and contact information of three references to kristin@midcoastconservancy.org or mail to DWC Hiring (see address on first page).

