



FOREST  
SOCIETY  
of MAINE

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## FORESTLAND STEWARD Position Announcement

### General Summary

The Forestland Steward supports the Forest Society of Maine's (FSM) mission to conserve the multiple values of forestlands in Maine through the monitoring of conservation easements and working with landowners to successfully implement conservation easement terms. FSM is a statewide land trust focused on conserving ecological, cultural, and recreational values while sustaining the economic contributions of Maine's managed forests. FSM has helped pioneer the use of conservation easements in working forest landscapes and is currently responsible for monitoring more than 900,000 acres of conserved lands across Maine. Our needs are evolving, and we wish to add a skilled and committed person to our stewardship staff. This is a full-time position that will be based in our Bangor office with an anticipated start date of **January 2, 2024**.

The Forestland Steward provides a wide range of services in support of the Forest Society of Maine's obligations for conservation easements it holds and forestlands it owns. This person will work under the direct guidance of FSM's Vice President of Stewardship and Conservation, and in collaboration with other FSM staff, as well as landowners, state agencies, and partner organizations to help implement FSM's mission. This position will assist with other aspects of FSM operations as directed.

### Education & Experience

Minimum: Bachelor's Degree in a natural resources major such as forestry, wildlife, or environmental sciences with focus in conservation or forestry.

Preferred: 3-5 years of land trust stewardship experience and understanding of conservation non-profit organizations

### Desired Qualifications

- Experience working in and strong understanding of forestry and working forests;
- Experience, ability to, and enthusiasm for travelling to remote locations to perform field work under a variety of weather and ground conditions;
- Understanding of the ecological values and conservation needs of Maine's North Woods;
- Knowledge of managed forest conservation easements;
- Excellent verbal and written communication skills;
- Strong organizational skills and attention to detail;
- Demonstrated ability to work independently and manage multiple projects;
- Demonstrated ability to define and achieve goals and meet deadlines;
- Experience working with a diverse array of partners and stakeholders;
- Experience with ArcPro in manipulating datasets, performing GIS analysis, and comfortable with cartographic principles;

- Knowledge of land trust operations and understanding of Land Trust Alliance Standards and Practices;
- Ability to communicate and desire to advance the unique conservation mission of the Forest Society of Maine; and
- Ability to perform and consider work through a diversity, equity, and inclusion lens when needed to enhance the work product and ensure that messaging is inclusive of all users.

### **Responsibilities**

- Utilize a strong understanding of forestry and forest ecology to monitor FSM-held working forest easements and other stewardship obligations;
- Assist in the management of FSM-owned properties
- Develop baseline documentation reports and maintain files for FSM conservation easements
- Build and maintain positive relationships with landowners, project partners, FSM supporters and potential supporters
- Maintain records for monitoring and enforcement of easements
- Respond to questions regarding easement interpretation, land management, etc.
- Assist in developing and implementing policies, guidelines, procedures, and recordkeeping systems for easement and fee land stewardship, as well as monitoring/compliance protocols and techniques
- Maintain regular communications with landowners, advisory groups, state agencies, conservation partners, and community leaders to the benefit of FSM's projects and mission
- Assist in all other aspects of FSM's Stewardship and Conservation programs and other aspects of FSM's operations

### **Working Conditions & Physical Demands**

The work will include a mix of both field-based and office-based work. Field-based work will require periodic travel throughout the state and include driving long distances on secondary dirt logging roads, flying for aerial monitoring, walking over uneven and rough terrain for several miles, and water-based travel to project locations to accomplish job responsibilities. The position includes occasional overnight and weekend commitments. The office-based work will be performed in an environment that is not subject to extremes of noise, temperature, odor, etc.

### **Salary and Benefits**

This is a permanent, full-time position with benefits (retirement plan, health insurance, paid vacation time, and paid holidays, annually). Expected salary range will be shared following initial application screening and will be commensurate with job responsibilities and experience.

### **Application Process**

Electronic applications are preferred. Application materials should be sent to [info@fsmaine.org](mailto:info@fsmaine.org) with the subject: Forestland Steward 2023.

Application Materials should include:

- 1) Cover letter (addressed to FSM Search Committee); and
- 2) Resume - including the names and contact information for three references\*;

Applications due no later than 5 p.m. **October 31, 2023**

*\*References will not be contacted until after interview phase, which is anticipated to occur in November 2023.*

**Equal Opportunity, Diversity, Equity, and Inclusion**

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

The Forest Society of Maine does not discriminate on the basis of race, color, sex, gender identity, national origin, age, disability, veteran status, sexual orientation or any other characteristic protected by law. We are an equal opportunity employer dedicated to creating an inclusive culture where employees from diverse backgrounds can thrive and support our mission. A copy of our Diversity, Equity, and Inclusion Policy is available upon request.