



FOREST
SOCIETY
of MAINE

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FORESTLAND STEWARD Position Announcement

About Forest Society of Maine

FSM is a statewide land trust with 11 full-time and 2 part-time staff members focused on conserving ecological, cultural, and recreational values while sustaining the economic contributions of Maine's working 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 with a variety of partner landowners across Maine.

General Summary

Our needs are evolving, and we wish to add a skilled and committed person to our stewardship staff. 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.

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.

This is a full-time exempt position that will be primarily based in our Bangor office with an anticipated start date of **June 1, 2026**.

Responsibilities

- Utilize a strong understanding of forestry and forest ecology to monitor FSM-held conservation easements and other stewardship obligations;
- Assist in the management of FSM-owned properties;
- Develop baseline documentation reports and maintain files for FSM conservation easements;
- 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 and build positive relationships with landowners, advisory groups, state agencies, conservation partners, and community leaders to the benefit of FSM's projects and mission; and
- 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.

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.

Education & Experience

Minimum: Bachelor's Degree in a natural resources major such as forestry, wildlife, or environmental sciences with a 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 a 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 economic, ecological, recreational, and cultural values of Maine's North Woods;
- Knowledge of working 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;
- Proficiency with Landscape, GIS platforms, and standard office software;
- Valid driver's license; ability to lift up to 30 pounds;
- Experience in reviewing and analyzing datasets and comfort 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.

We recognize that skills and experience may be gained through a variety of professional, academic, and lived experiences and encourage candidates who meet most of the qualifications and are excited about FSM's mission to apply.

Salary and Benefits

This is a full-time, exempt position with a competitive salary and benefits package.

Expected salary range (initial, based on experience and organizational fit)

- \$50,000 - \$60,000

Health Coverage (small group, employer provided plan)

- 90% coverage for employees, 85% coverage for employee plus spouse/child(ren), and 80% coverage for family plans; and
- Dental plan available at employee's expense.

Vacation & Holidays

- 13 paid holidays annually;
- Two weeks of paid vacation during the first 12 months of employment; and
- Vacation accrual rates increase based on employee tenure.

Additional Benefits

- Flexible work schedule within parameters of the job tasks
- Sick Leave: One day of paid sick leave accrued per month, up to a maximum of 20 days;
- Parental Leave: Three weeks of paid parental leave; and
- Retirement Plan: Employer contribution of up to 8% of the employee's salary to a SEP-IRA plan following successful completion of a six-month probationary period.
- Access to company vehicle for work-related travel

Application Process

Electronic applications are preferred. Application materials should be sent to info@fsmaine.org with the Subject: **Forestland Steward 2026**.

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 are due no later than 5 p.m. **April 17, 2026**.

**References will not be contacted until after the interview phase, which is anticipated to occur in late April/Early May.*

Equal Opportunity, Diversity, Equity, and Inclusion

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 striving to creating an inclusive culture where employees from diverse backgrounds, including those traditionally underrepresented in conservation can thrive and support our mission. A copy of our Diversity, Equity, and Inclusion Policy is available upon request.