



Job Announcement
Habitat Restoration Project Manager
Atlantic Salmon Federation
14 Maine Street, Suite 202
Brunswick, ME 04011
July 1, 2022

Position

The Atlantic Salmon Federation (ASF), in partnership with The Nature Conservancy in Maine (TNC), is seeking a **Habitat Restoration Project Manager** to oversee and manage all facets of habitat restoration and fish passage projects, with a primary focus in Maine's Penobscot River Watershed. ASF is an international, non-profit organization dedicated to conserving and restoring wild Atlantic salmon and their ecosystems. This is a full-time, grant-funded position. The position will be based either in ASF's U.S. office in Brunswick, Maine, or in the Penobscot Watershed.

Summary

The Project Manager will be responsible for advancing and implementing a variety of restoration projects in the Penobscot River Watershed, the second largest watershed in New England and home to the largest run of endangered Atlantic salmon in the U.S. The Project Manager may also oversee or support projects in the Downeast and Midcoast Maine regions. They will also assist the ASF U.S. Executive Director and Maine Headwaters Project Manager to develop new projects identified as high priorities for fish passage and instream habitat improvements by working with a diverse set of private and public partners, particularly the Penobscot Indian Nation, Maine Department of Marine Resources, NOAA Fisheries, and NOAA Restoration Center, Natural Resources Conservation Service, and U.S. Fish and Wildlife Service.

Responsibilities and Scope

- Management of all aspects of habitat restoration projects from feasibility to post-construction monitoring.
- Build successful partnerships with local municipalities, private landowners, state and federal agencies, tribal governments, and other NGOs.
- Negotiating agreements with municipalities, companies, and individuals.
- Oversee and work closely with engineers, construction firms, and other contractors and consultants.
- Work with local, state, and federal permitting authorities to secure and comply with all required project permits.
- Be a visible and respectful presence in the local communities where projects are located.
- Outreach and engagement with various stakeholders and ASF members and affiliate organizations.
- Financial responsibilities include managing project budgets, negotiating and contracting with vendors, and assisting with budget development and grant management/reporting.
- Manage multiple projects simultaneously, adhering to agreed upon schedules and timelines.
- Under minimal supervision, make independent decisions based on analysis, experience, and judgment.
- Be a regular presence at local community and stakeholder meetings that may occur in the evenings and on weekends.
- Perform field work and construction oversight in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- Be an integral part of the ASF team participating in meetings and interfacing with other departments in the U.S. and Canada.



- Oversee contractors and consultants, and potentially supervise volunteers, interns, or temporary staff.

Minimum Qualifications

- BA/BS degree and at least 5 years of experience in civil engineering and/or natural resource management.
- Experience in the management and details of complex habitat restoration projects.
- Experience and/or course work in engineering, project management, and restoration of freshwater ecosystems.
- Experience coordinating multiple projects with several variables, setting realistic deadlines, managing timeframes, and completing tasks.
- Excellent listening and oral and written communications skills
- Ability to explain complex technical and scientific information to diverse audiences.
- Experience using Microsoft Office.
- Experience with grant writing and reporting.
- Multi-cultural or cross-cultural experience appreciated.

Preferred Knowledge, Skills, and Experience

- Graduate or professional degree in related field.
- Specialization in habitat restoration and knowledge of freshwater ecology and fisheries conservation.
- Experience in working with engineering firms and construction contractors.
- Experience negotiating and managing contractual agreements.
- Experience with State of Maine, U.S. Army Corps of Engineers, and Endangered Species Act permitting.
- Working knowledge of the Federal Power Act and experience with the FERC hydropower relicensing process.
- The ability to be innovative, flexible, and empathetic, with a strong desire to do what it takes to get the job done.

Salary and Benefits

The salary range for the position is \$57,000 to \$60,000. ASF provides a comprehensive benefits package, including medical, dental, and life insurance, paid vacation and holidays, and 403(b) retirement account with matching contributions.

How to Apply

The start date is October 1, 2022. To apply, submit a resume and cover letter to Catherine Birmingham at cbirmingham@asfmaine.org. Deadline for applications is August 12, 2022. ASF is an Equal Opportunity Employer.