

Job Description

Title: Chief Operating Officer
Reports to: Chief Executive Officer
Location: Waterville, Maine

To apply for this job, please send your resume to jobs@kennebectrust.org and include “Chief Operating Officer” in the subject line.

Who We Are

The Kennebec River Restoration Trust is a nonprofit organization established to take ownership of four dams on the lower Kennebec River in Maine – Lockwood, Hydro-Kennebec, Shawmut, and Weston – and manage a multi-year river restoration and redevelopment process in close collaboration with local communities. The Board and staff of the Trust are committed to building enduring solutions that restore the ecological health of the Kennebec River and strengthen the region's economic vitality. Visit nature.org/Kennebec to learn more.

Summary

We are seeking an experienced **Chief Operating Officer** to take a leading role in an ambitious restoration and redevelopment project on the Kennebec River in Maine. As a key member of the senior leadership team for the Kennebec River Restoration Trust, you'll oversee the integration and operation of four hydroelectric dams, then manage a multi-year decommissioning, redevelopment, and restoration process. Reporting to the CEO, you'll be responsible for managing people, planning, engineering, construction, and all operational aspects of this complex, multi-year initiative. This opportunity will combine your technical expertise, operational leadership, and desire to support a mission-driven organization working to realize the Trust's goal of building enduring solutions that restore the ecological health of the Kennebec River and strengthen the region's economic vitality.

Key Responsibilities

Strategic and Operations Leadership

- Work closely with CEO on all strategic and operational aspects of the organization and its assets
- Foster a culture of safety, excellence, and environmental stewardship
- Develop operations systems and processes to support this unique mission
- Oversee third-party asset manager responsible for the four hydroelectric dams during the acquisition and operational phase
- Coordinate with third-party asset manager in oversight of hydroelectric facility operations and the O&M services provider to ensure safe, reliable and efficient operations
- Coordinate with third-party asset manager in oversight of the energy management services provider
- Build and lead operational, engineering, and project management teams

Technical, Engineering and Construction Oversight

- Oversee technical conversations with engineers, contractors, and regulatory agencies
- Oversee planning and engineering for dam operations
- Ensure all technical work meets safety, regulatory, and environmental standards
- Negotiate contracts for decommissioning planning, engineering and construction
- Oversee and manage third party construction contractors related to facility decommissioning
- Oversee and manage construction processes for dam decommissioning and commercial redevelopment

Stakeholder & Regulatory Management

- Coordinate with state and federal agencies and other regulatory bodies
- Build and maintain relationships with government agencies, contractors, and community partners
- Navigate complex permitting and compliance requirements
- Represent the organization in technical and regulatory meetings
- Manage relationships with commercial stakeholders and industry partners
- Coordinate with Kennebec Hydro Developers Group, as needed

Qualifications

- 10+ years of operations, engineering, construction and management experience in electric generation industry
- Engineering degree or relevant technical credentials
- Experience engaging in engineering and construction discussions
- Strong skills in negotiating complex contracts and business arrangements
- Proven track record managing complex infrastructure projects that involve multiple stakeholder groups
- Deep understanding of the fiscal, contracting, insurance and risk management issues associated with this type of project
- Experience with facilities management and multi-site operations
- Demonstrated leadership managing cross-functional teams
- Experience working with regulatory agencies and navigating compliance requirements
- Excellent project management and organizational skills
- Experience working with third-party operators and contractors
- Ability to work on site in Waterville, Maine at least 3 days per week

Preferred

- Experience with hydroelectric or thermal generation operations
- Knowledge of FERC regulations and dam decommissioning
- Background in environmental restoration projects

Physical Requirements of the Job

The job requires working at a computer station for substantial lengths of time, performing office duties, and the ability to lift objects up to 10 pounds. The Trust will provide reasonable accommodation for employees with disabilities where appropriate. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

Workplace Environment

The Trust strives to provide a supportive work environment through fair and competitive compensation and benefits, up-to-date equipment and IT support, adequate supervision, and ongoing professional development. The work environment is friendly, fun, cooperative, and very fast-paced. Staff members need to be able to work independently and adapt to changing priorities. We are committed to ensuring that our staff members actively work on diversity and inclusion in the field. This work is supported by staff policy, training, and mentoring, and through fostering an organization that prioritizes fairness and respect.

Kennebec River Restoration Trust is an Equal Opportunity Employer.

Our commitment to equal employment opportunity includes the recognition that our mission is best advanced by the leadership and contributions of people of all backgrounds, beliefs, and culture. Recruiting and mentoring staff to create an inclusive organization is a priority, and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.