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HOW TO APPLY: Interested applicants need to complete and submit an online State of Maine Direct Hire Application, along with a detailed Resume and Cover Letter at:

<https://www.maine.gov/nrsc/jobs/index.shtml#dmr>

Direct Hire Application forms can be obtained by contacting the NRSC Personnel Office at 624-6370 or by accessing the NRSC website at:

<https://www.maine.gov/nrsc/jobs/application.shtml>

APPLICATIONS MUST BE RECEIVED BY: October 13, 2023

Direct Hire Career Opportunity Bulletin

DEPARTMENT OF MARINE RESOURCES

Maine Coastal Program

State House Station #21, *Office Located at Marquardt Building-32 Blossom Lane, Augusta ME

COASTAL RESILIENCY SPECIALIST (Resource Management Coordinator)

Opening Date: September 8, 2023 **Closing Date:** October 13, 2023

Location: Augusta **Position #:** 09510-1089

Position Type: Full Time **Class Code:** 6411

Grade/Salary: Grade 28 - \$55,036.80 - \$74,131.20/Annually

The Maine Department of Marine Resources (DMR) seeks to fill the position of Coastal Resiliency Specialist (Resource Management Coordinator) in the Maine Coastal Program (MCP). The MCP, in the DMR Commissioner's office, is one of 34 NOAA-approved, federally funded Coastal Zone Management Programs.

<https://www.maine.gov/dmr/mcp/index.htm>

In this position you will work collaboratively with state, federal, local, and regional governments, partners, and stakeholders to design, obtain funding for, oversee, and evaluate nature-based solutions for coastal climate adaptation coastwide including living shorelines, estuarine land conservation, salt marsh restoration and migration, and coastal carbon sequestration.

You will have the opportunity to advise MCP and DMR leadership on MCP coastal resiliency policy initiatives and implement *Maine Won't Wait*, the State's award-winning State Climate Action Plan through scientific research, design and management of pilot projects, and application of sound science into management policies and plans.

Upon joining our team, you will be expected to employ and grow your skills to:

- Translate and communicate scientific findings for a variety of audiences, including policy makers and managers.
- Convene and support interdisciplinary groups to develop collaborative priorities for coastal habitat restoration and estuarine land conservation.
- Represent MCP and DMR on state and regional advisory committees.
- Oversee and participate in field research and monitoring projects.
- Write briefing materials, proposals for external funds, manage budgets and report on progress.
- Supervise the work of interns, staff and consultants as needed.

MINIMUM QUALIFICATIONS: Requires background combination of education and/or experience demonstrating technical expertise in natural resource management or position specific expertise.

PREFERRED QUALIFICATIONS:

- A bachelor's degree in coastal management, coastal ecology, biology, geology, climate/restoration science, public policy, or a related field.
- Three (3) years of related work experience. Equivalent related work experience may be substituted for education on a year-for-year basis.
- Knowledge of Maine's coastal systems and nearshore habitats, climate projections and current policy options.
- Skills in project design and management, grant writing, mapping, field assessment and monitoring, geographic information systems and other software applications.
- Ability to work with a diverse array of partners using effective communication, coordination, and networking.
- Excellent organizational, written, and verbal communication, teaming building, problem-solving, consensus-building and time/project management skills.

No matter where you work across Maine state government, you find employees who embody our state motto—"Dirigo" or "I lead"—as they provide essential services to Mainers every day. We believe in supporting our workforce's health and wellbeing with a valuable total compensation package, including:

- **Work-Life Balance** – Rest is essential. Take time for yourself using **13 paid holidays, 12 days of sick leave, and 3+ weeks of vacation leave** annually. Vacation leave accrual increases with years of service, and overtime-exempt employees receive personal leave.
- **Health Insurance Coverage**– The State of Maine pays **85%-100%** of employee-only premiums (\$9,893.52-\$11,057.52 annual value), depending on salary. Use this chart to find the [premium costs](#) for you and your family, including the percentage of dependent coverage paid by the State.
- **Health Insurance Premium Credit** – Participation decreases employee-only premiums by 5%. Visit the Office of Employee Health and Wellness for more information about [program requirements](#).
- **Dental Insurance**– The State of Maine pays 100% of employee-only dental premiums (\$350.40 annual value).
- **Retirement Plan**– The State of Maine contributes at least **13.00% of pay** to the Maine Public Employees Retirement System (MainePERS), on behalf of the employee.
- **Gym Membership Reimbursement**– Improve overall health with regular exercise and receive up to \$40 per month to offset this expense.
- **Health and Dependent Care Flexible Spending Accounts**– Set aside money pre-tax to help pay for out-of-pocket health care expenses and/or daycare expenses.
- **Public Service Student Loan Forgiveness**– The State of Maine is a qualified employer for this federal program. For more information, visit the [Federal Student Aid office](#).
- **Living Resources Program** – Navigate challenging work and life situations with our employee assistance program.
- **Parental leave** is one of the most important benefits for any working parent. All employees who are welcoming a child—including fathers and adoptive parents—receive **four weeks of fully paid parental leave**. Additional, unpaid leave may also be available, under the [Family and Medical Leave Act](#).
- **Voluntary Deferred Compensation**– Save additional pre-tax funds for retirement in a MaineSaves 457(b) account through payroll deductions.
- Learn about **additional wellness benefits** for State employees from the [Office of Employee Health and Wellness](#).

There's a job and then there's purposeful, transformative work. Our aim is to create a workplace where you can learn, grow, and continuously refine your skills. Applicants demonstrate job requirements in differing ways, and we appreciate that many skills and backgrounds can make people successful in this role.

As an Equal Opportunity employer, Maine State Government embraces a culture of respect and awareness. We are committed to creating a strong sense of belonging for all team members, and our process ensures an inclusive environment to applicants of all backgrounds including diverse race, color, sex, sexual orientation or gender identity, physical or mental disability, religion, age, ancestry, national origin, familial status or genetics.

If you're looking for a great next step, and want to feel good about what you do, we'd love to hear from you. Please note reasonable accommodations are provided to qualified individuals with disabilities upon request.

Thinking about applying?

Research shows that people from historically excluded communities tend to apply to jobs only when they check every box in the posting. If you're currently reading this and hesitating to apply for that reason, we encourage you to go for it! Let us know how your lived experience and passion set you apart.