



Erosion Control Director

The Erosion Control Director leads Lake Protection, Watershed Management and Erosion Control programs to further 7 Lakes' mission to "conserve the lands and waters of the Belgrade Lakes region for all."

Responsibilities include leading strategic efforts that advance a long-term vision for effective watershed management that shifts the emphasis from remediation to prevention. The director also partners with and supports the Erosion Control Project Coordinator in managing, integrating and maximizing the impact of three erosion-control programs – Youth Conservation Corps (YCC), LakeSmart and Watershed 319 Grants.

Chiefly, the Erosion Control Director will be responsible for developing a long-term vision for consideration by the 7 Lakes Board of Directors and implementing processes and programs that advance that vision, including working with towns to strengthen ordinances and regulations regarding erosion, stormwater runoff, septic inspections, enforcement capacity, and funding.

The Erosion Control Director will supervise a full-time Erosion Control Project Coordinator who manages the Youth Conservation Corps (YCC) and LakeSmart programs. YCC hires approximately 15 seasonal high school and college employees each summer to install approximately 100 erosion-control Best Management Practices (BMPs).

The Erosion Control Director will be ultimately responsible for the management of Watershed 319 Grants that provide U.S. Environmental Protection Agency / Maine Department of Environmental Protection funding for erosion-control projects to improve water quality in lakes and streams. The Erosion Control Project Coordinator is responsible for 319 project development and management, and completing reports required by the state. The Program Manager will provide oversight and support, and will be responsible for reviewing reports before submittal and otherwise administering the grant.

Erosion-control project partners include the Maine Department of Transportation, Maine DEP, the U.S. Natural Resources Conservation Service, municipal governments, road, lake and condo associations, private landowners, commercial businesses and nonprofit organizations.

Responsibilities include:

- **Watershed management** – working with the President/CEO and Board of Directors to develop and approve a long-term vision for watershed management that shifts the emphasis for organizational activity from remediation to prevention, including education, preventative programs such as LakeSmart, incentive grants for YCC projects, along with stronger regulation, more vigilant enforcement, greater consistency throughout the watershed, and advocating for funding to pay

for erosion-control activities. Further, the Program Manager will implement the steps, programs and processes for advancing an ultimate vision of zero-net runoff, phosphorus and human waste into the region's waterbodies.

- **Program administration** – developing and executing strategies for erosion control; developing metrics that prioritize the most effective BMPs and erosion-control projects that can then be incentivized; managing budgets, including the annual operating budget and budgets for grants, projects and contracts; managing a staff of 1 full-time Erosion Control Project Coordinator and providing oversight of the coordinator's management of 10-15 seasonal employees, developing succession plans and improving retention; submitting and ensuring the timely submittal of reports to the office manager, customers, the state and others. The erosion control programs should work in cooperation and concert with other 7 Lakes programs, especially science (water quality), but also land conservation and stewardship.
- **Project development** – working in concert with the Erosion Control Project Coordinator to conduct outreach to potential customers, including town governments, and site visits; offering technical advice to property owners; and providing oversight and support of the Erosion Control Project Coordinator's development and management of proposals and projects; and negotiating contracts.
- **Project management** – provide oversight and support to the Erosion Control Project Coordinator's management of staff, contractors, suppliers, permitting, execution / implementation, inspection, tracking, reporting.
- **BMP design and installation** – provide oversight and support to the Erosion Control Project Coordinator's management of erosion-control measures related to camps and homes, town and state properties and infrastructure, commercial developments, private gravel roads and driveways, culverts, and other measures to divert runoff from lakes and streams
- **Collaborations** – partnering with lake associations, towns, Maine Lakes, State and federal agencies, universities and others.
- **Outreach and education** – work with the communications director to produce content for 7 Lakes newsletters and to recruit and hire student interns, and make presentations, including webinars, to various groups, including town meetings. Outreach would include education and training for seasonal employees and external customers, including road commissioners, code enforcement officers, commercial camp owners, real estate agents, etc. Further, outreach would include assisting the Erosion Control Project Coordinator with LakeSmart assessments on Great and Long ponds, and collaborating with the Coordinator to personally contact property owners identified in watershed-based management plans about erosion issues on their properties, how those could be alleviated, and how 7 Lakes Alliance can facilitate that.

- **Grant writing** – serve as the point person for state, federal and foundational grants related to erosion-control, to include ensuring terms of grants are met and that reporting requirements are met in a timely and professional fashion.
- **Learning and science** – seek training to better measure and optimize materials, methods, and BMP effectiveness; engage in education and research on developing techniques and approaches; and ensure the Erosion Control Project Coordinator is likewise engaging in such training, education and research.
- **Policy** – work with the communications/operations director to engage with town and state officials on policies that yield more sustainable development and more effective regulation that mitigates erosion and runoff into streams and lakes. Potential policy matters would include consistent and effective shoreland ordinances, septic regulations and inspections, and enforcement; increased hours for code enforcement officers; assurances that municipal comprehensive land use plans adequately address erosion control; sufficiently stringent shoreland ordinances and regulations; and town funding to support erosion-control efforts.

Emphasis shifts seasonally. Project management may dominate the director's time in the summer, while outreach and policy matters will consume much of the off-season. Outreach and watershed management should at a minimum consume no less than 40% of the director's time, regardless of the time of year.

Qualifications

- **Experience** – 5-7 years erosion control project management experience preferred
- **Education** – undergraduate degree preferred in science, engineering, project management, landscaping, business, environmental policy, environmental science or another related field
- **Knowledge/skills** – stormwater control; construction and maintenance of roads and culverts; knowledge of science that relates to lakes, streams, water, soils, algae and forestry; construction skills; organizational and problem-solving skills
- **People management** – 3 years preferred
- **Project management** – 3 years preferred
- **Budget management** – experience managing annual operating, program, project and contract budgets
- **Grant writing** – for state, federal and philanthropic foundation support
- **Collaboration** – experience organizing and managing successful and diverse teams
- **Communications** – verbal, written, public presentations
- **Math**
- **Technology** – proficiency with MS Office, Excel, CRM, GIS, project management, webinar and other technology

Commitment and flexibility to work days, nights, and/or weekends to get the job done. A love of the outdoors, a passion for nature. This is a full-time position with a benefits package including insurance, vacation time and a retirement plan. Salary will be commensurate with experience. All employees must be fully vaccinated for COVID, including booster. 7 Lakes requires full compliance with public health guidelines.

TO APPLY: Send email with a cover letter and resume to info@7lakesalliance.org, subject "Erosion Control Director." Position will be open until filled. Review of applications and interviews will begin on Feb. 13, 2023. Finalists may be expected to submit work samples during the interview process. Start date is as soon as feasible.

External and internal applicants, as well as position incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.

7 Lakes Alliance 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 strongly encourage qualified individuals with disabilities and those from diverse backgrounds to apply. We are an equal opportunity employer dedicated to creating an inclusive culture where employees from diverse backgrounds can thrive and support our mission.

This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.