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| *Public Service* | *Career Diversity* |
| *Retirement* | *Promotional Opportunities* |
| *Benefits* | *Over 10,000 Employees*  |
| *Paid Holidays* | *Statewide Locations* |
| *Training* | *Seasonal Jobs* |
| *Full Time* | *Part Time* |

**HOW TO APPLY: Candidates interested in this position need to complete and submit an online State of Maine Direct Hire *Application*, along with a *Cover Letter*, and a detailed *Resume* at:** [**https://www.maine.gov/nrsc/jobs/index.shtml**](https://www.maine.gov/nrsc/jobs/index.shtml)**#dep****Direct Hire Application** forms can be obtained at the NRSC website: [**https://www.maine.gov/nrsc/jobs/application.shtml**](https://www.maine.gov/nrsc/jobs/application.shtml)**If you are unable to apply online, please mail application materials to:****Natural Resources Service Center****c/o Kristin McCamish****32 Blossom Lane****Marquardt Building****Augusta, ME 04333****APPLICATIONS MUST BE RECEIVED BY:****January 24, 2025*****There will be some remote work options available with this position, with management approval, following DEP’s Telework Policy.*** | ***Direct Hire Career Opportunity Bulletin*****DEPARTMENT OF ENVIRONMENTAL PROTECTION**17 State House Station - Offices Located at 28 Tyson Drive, Augusta, ME 04333**ENVIRONMENTAL SPECIALIST III*****-Anticipated Vacancy-***

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| **Opening Date:** | January 03, 2025 | **Closing Date:** | January 24, 2025 |
| **Location:** | Portland | **Position #:** | 08300-1976 |
| **Position Type:** | Full Time | **Class Code:** | 9253 |
| **Grade/Salary:** | Grade 23 - $49,275.20 - $69,139.20 Per Year\* |

*\* This is earning potential over the course of nine steps, new hires start at step one. Annual step increases are based on performance reviews and authorization of such increases.**The Department of Environmental Protection, Bureau of Water Quality, is seeking to fill an Environmental Specialist III vacancy in Portland, Maine.***BRIEF JOB DESCRIPTION:** This position provides direct support for the Nonpoint Source Program, which administers federal water quality grants authorized under Sections 319 and 604(b) of the Clean Water Act. Funds are passed through to organizations (usually 10 - 12 per year) working to protect or restore surface waters across the State of Maine. Typical sub-grant recipients include municipalities and Soil & Water Conservation Districts. This position provides technical assistance to prospective and active grantees, manages grant projects, and ensures that funded work is both effective at protecting or restoring water quality and meets state and federal guidelines. The position also conducts stream water quality monitoring and habitat assessment, lake watershed surveys and watershed analysis to identify pollution sources and stressors and supports the development and implementation of watershed-based plans.**For questions specific to the position,** please contact the Hiring Manager, Alex Wong, at: alex.wong@maine.gov **MINIMUM QUALIFICATIONS:** A six (6) year combination of education and/or experience in environmental, biological, physical science, or engineering which includes two (2) years of environmental experience. Qualifying education must include at least 15 credit hours of science or engineering coursework from an accredited educational institution.***Preference will be given to candidates with the following skills and experience:**** Knowledge and interest in watershed management and nonpoint source pollution (NPS) issues.
* Experience working cooperatively with diverse stakeholders, including municipalities, Soil and Water Conservation Districts, local resource stewardship groups and private landowners.
* Strong communication skills, customer service skills, management skills and group leadership abilities.
* Demonstration of strong personal initiative and work ethic.
* Ability to think creatively when identifying and analyzing problems.
* Familiarity with water quality monitoring and Best Management Practices to address nonpoint source pollution.
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**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 ($11,196.96 -$13,172.88 annual value), depending on salary. Use this chart to find the [premium costs](https://www.maine.gov/bhr/oeh/benefits/som-health-plan/premium-rates) 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](https://www.maine.gov/bhr/oeh/benefits/health-premium-credit).
* **Dental Insurance** – The State of Maine pays 100% of employee-only dental premiums ($358.08 annual value).
* **Retirement Plan** – The State of Maine contributes **13.29% 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](https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service).
* **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 **forty-two (42) consecutive calendar days of fully paid parental leave**. Additional, unpaid leave may also be available, under the [Family and Medical Leave Act](https://www.maine.gov/bhr/state-employees/rules-policies/policy-practices-manual/Employee-Rights-and-Responsibilities-Federal).
* **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](https://www.maine.gov/bhr/oeh/benefits/health-premium-credit).

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.