



Project SHARE

Salmon Habitat And River Enhancement



Date:	February 9, 2026
Position:	Habitat Restoration Project Manager
Location:	Washington & Hancock Counties, Maine
Job Type:	Permanent
Pay Rate:	Starting at \$44,990 per year plus benefits
Benefits:	Benefits include paid time off; paid holidays, company-paid health insurance, and company-paid retirement contributions
Applications Due:	March 30, 2026

Project SHARE is a nonprofit, 501(c)(3), organization made up of diverse stake-holders (commercial landowners, state and federal agencies, other nonprofit conservation groups, and private individuals) focusing on restoring endangered Atlantic salmon populations. The focus of Project SHARE's restoration program is to restore natural stream processes and enhance existing Atlantic salmon habitat in the Downeast region of Maine. We are specifically focused on the 5 Downeast watersheds that maintain river-specific stocks of Atlantic salmon, the Narraguagus, Pleasant, Machias, East Machias, and Dennys rivers.

Position Overview:

Project SHARE seeks a Habitat Restoration Project Manager to manage and implement in-stream habitat restoration projects throughout Washington and Hancock Counties. This position will focus on implementation of habitat restoration projects on public and private land to enhance/restore native salmonid streams, primarily for endangered Atlantic salmon. We hope to find a Project Manager who is passionate about natural resource conservation and supporting landowners and stakeholders in watershed rehabilitation. The applicant should also have a background in either GIS or outreach as their secondary duties will either be as a GIS Analyst or as the Outreach Coordinator.

This position will report to the Executive Director.

Primary Responsibilities and Duties:

- Manage all aspects of in-stream habitat restoration projects including identifying project sites, coordinating with local landowners, developing treatment plans and budgets, managing project implementation, procuring materials and supplies, managing and tracking project deliverables and budgets including grant match documentation and grant reporting, and developing and implementing maintenance and monitoring plans.
- Supervising and assisting seasonal field crew members in the field while conducting various surveys, monitoring, and manual large wood additions.
- Promote Project SHARE's habitat restoration program to landowners, state and federal agency staff, other NGO groups, funders, and project partners.
- Assist the Executive Director and Associate Director in acquiring funding for habitat restoration projects including project development, grant writing, and landowner outreach.
- Provide site visits and project information to interested parties.
- Help with delivery of educational workshops to landowners, state and federal agency staff, other NGO groups, funders, and project partners.

- Assist with hiring of seasonal staff.
- Other related duties as assigned.

Secondary Duties:

<u>Outreach Coordinator</u>	<u>GIS Analyst</u>
<ul style="list-style-type: none"> • Collect & present materials that are useful in promoting SHARE • Maintain SHARE’s website and social media • Aid in production of outreach materials such as newsletters, field season reports, project videos, etc. • Aid in development and advertising of workshops, trainings, and other activities to help fulfill SHARE’s mission • Record meeting minutes at quarterly membership and board meetings 	<ul style="list-style-type: none"> • Develop and maintain GIS databases of projects • Assist with development of reports, maps, web-based applications, and charts • Assist with design and implementation of projects using survey data and remote sensing data • Aid in development of data collection workflows and analysis • Assist other staff with IT-related issues

Education, Knowledge, and Experience:

- Bachelor’s Degree in a natural resource related field.
- Experience and/or course work in habitat restoration, structural engineering, fluvial geomorphology.
- Ability to read, interpret, and navigate in remote locations using road and topographic maps, aerial photos, and other sources of mapped information.
- Demonstrated attention to detail and thoroughness.
- Experience working independently and as part of a team.
- Excellent communication skills (in-person, phone, email). Actively listens to others, fosters open exchange of issues, and is timely with information.
- Experience using common software applications such as Microsoft Word, Excel, PowerPoint and Adobe.
- Previous first aid training is desirable.

Working Conditions and Compensation:

The position is full time with Project SHARE located in Downeast, Maine (Washington and Hancock Counties). Starting salary is \$44,990 per year based on qualifications. Benefits include 14 paid holidays, 12 days of paid time off, as well as company-paid health insurance and retirement contributions. Project SHARE also offers cell phone and mileage reimbursement. A typical work year is broken into 2 seasons, the field season and the off-season. The field season runs from late April through mid-October during which the project manager is in the field most of the 40+ hour work week. During the off-season the project manager may work from home during a 40 hour work week. Some flexibility with day-to-day scheduling may be required. Daily local travel for the field season and occasional travel during the off-season is required. All travel will be reimbursed at the current federal rate. Training sessions, meetings and conferences may involve travel and/or overnight stays.

Most of the field work is conducted in the natural environment while wading in streams and rivers. The work that we do is labor intensive, requiring good teamwork so that it can be accomplished efficiently and safely. The position requires the ability to:

- Drive a vehicle as required. Must hold a valid, unrestricted driver’s license.
- Work outdoors in all weather conditions, in moving water, and on rough or uneven terrain.
- Operate hand and power tools.

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- Sit or stand for long periods of time in a standard workday.
 - Ability to safely operate a motor vehicle, including full-size pick-up and trailer, on both public and private roads during daylight and occasionally after dark.
 - Lift, pull, carry, push up to 50 lbs.
 - Bend, twist, squat, climb, kneel/crawl, reach overhead, etc.
 - Use finger dexterity and fine manipulation.
 - Wear appropriate personal protective equipment and follow established safety procedures.
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Interested candidates should send a resume and cover letter by March 30,2026 to:

Chris Federico
236 Blacks Woods Rd. or cfederico@salmonhabitat.org
Cherryfield, ME 04622

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