



Director of Stewardship

Loon Echo Land Trust, Bridgton, Maine

Full-Time, Exempt

Salary Range: \$60,000 - \$70,000

Position open until filled, ideal start time is between April 1 - May 1, 2026.

How to Apply

Submit the following materials as a single PDF to Executive Director Matt Markot at matt@lelt.org with the subject line **"Director of Stewardship Application"**:

1. Cover letter
2. Résumé
3. Contact information for three references (three professional references or two professional references and one personal reference)

About LELT

LELT.org • [LELT on Instagram](#) • [LELT on Facebook](#)

Who we are: We're a group of community service professionals who believe that conservation should serve people and communities and can be a tool to address the most pressing issues of our time. Since 1987, Loon Echo Land Trust (LELT) has conserved nearly 10,000 acres of land in Maine's Sebago Lake Region, including some of Southern Maine's most important community spaces like Pleasant Mountain, Hacker's Hill, and Bridgton's downtown Pondicherry Park.

These beloved places represent our community's capacity to accomplish great things through the power of people. We're inspired by the way Mainers have always helped Mainers, and we aim to be an organization that helps others do the things that they can't do alone. We're eager to welcome new people into this work who understand that finding and solving problems requires flexibility, empathy, and collaboration. Through our work, we intend to protect the communities we serve, lead the conservation movement forward, and build collective power to create systems that support our mutual flourishing.

The place we love: The Sebago Lake Region is located in the traditional and unceded lands of the Abenaki and Pigwaket peoples. The LELT office is located just under an hour north of Portland, in downtown Bridgton, Maine. The area we serve is home to a unique geography that includes dozens of freshwater lakes and the foothills of the White Mountains. The region's topography ranges from just above sea level to over 2,000 feet at the highest points. In addition to management of open space conservation land, LELT is responsible for a 40-mile trail network and other public access infrastructure for hikers, mountain bikers, hunters, anglers, paddlers, motorized users, and equestrians. The population of the region triples in the summer months, and local economies, like much of Maine, are driven by a mix of tourism, forest products, healthcare, and skilled trades.

Position Summary

- Are you interested in a career with a values-driven organization?
- Are you a leader who loves to learn and evolve their understanding of issues and systems?
- Are you excited to help shape the organization's strategic direction and vision?

If you possess the skills, qualities, and passion that allowed you to answer yes to these questions, you could be a good fit for the Director of Stewardship position, and we would love to hear from you.

The Director of Stewardship is a new position and will lead all aspects of LELT's land and trail stewardship program. This role oversees property and trail management, ecological restoration and forest management, recreation planning, volunteer engagement, and stewardship staff supervision. We are seeking a values-driven individual who is excited to grow LELT's stewardship capacity through innovative strategies. Successful candidates will thrive as part of a supportive, forward-thinking team working at the intersection of ecological and community care

Responsible to: Executive Director

Supervisory Responsibility: Stewardship Manager (full-time), Stewardship Coordinator (part-time, 10 hours/week), seasonal staff, and volunteers.

Collaborates closely with: Leadership Team (Executive Director, Director of Partnerships), Stewardship Manager and Coordinator

Primary Responsibilities

Stewardship Program Leadership & Strategic Planning (in coordination with Leadership Team)

- Set strategic direction and organizing structure for LELT's stewardship program, consistent with organizational goals for conservation and community building.
- Oversee all management, care, and monitoring of LELT fee simple and conservation easement properties and public-access infrastructure.
- Develop and implement multi-year stewardship and public access plans, including accessibility standards and visitor-use guidelines.
- Ensure compliance with Land Trust Accreditation Commission Standards and Practices.
- Implement and update land management plans that support multiple uses and community benefits.
- Lead stewardship staff in setting annual work plans, priorities, and goals.

Property Management & Field Operations (in coordination with Stewardship Manager, Leadership Team)

- Provide oversight for trail design, improvements, signage systems, accessibility upgrades, and sustainable infrastructure.
- Direct ecological and habitat restoration and creation projects, including invasive-species control, forest health planning (e.g., ash and beech management), and stream flow restoration and aquatic organism passage.
- Oversee the planning and execution of stewardship field projects such as bridge improvements, stream crossing upgrades, vegetation management, and infrastructure additions.
- Lead public-access planning across all LELT properties (in coordination with the leadership team).
- Support the development and implementation of NRCS approved forest management plans through the use of existing RCPP funds and other USDA technical and financial assistance programs where applicable.
- Maintain oversight of safety protocols, hazard/risk mitigation, and coordination with local first responders and public-health partners.
- Manage GIS data, trail and property mapping, parcel boundaries, trail layers, and LELT's conserved-lands spatial data.

Volunteer & Contractor Management

- Lead and expand LELT's stewardship volunteer program.
- Recruit, train, and manage volunteer trail crews, contracted trail crews, and other specialized contractors.
- Lead and coordinate regular volunteer workdays.
- Supervise contractors, stewardship interns, seasonal crews, and volunteers.

Partnerships & Community Engagement (in coordination with Leadership Team, Stewardship Manager)

- Collaborate with ATV and snowmobile clubs, municipal partners, state agencies, and community groups for stewardship, access, and funding.
- Support planning and installations for interpretive signage, kiosks, and public art projects.
- Provide input for outreach materials, trail descriptions, and other communications with property users.
- Participate in regional and statewide stewardship networks such as Sebago Clean Waters, Maine Land Trust Network, American Tree Farm System Hubs, Maine TREE, FERN, and Project Learning Tree.
- Support ecological initiatives such as American Chestnut planting, forest resilience and adaptation, and pollinator species collaborations.

Administration, Budgeting & Compliance (in coordination with Executive Director)

- Supervise stewardship staff and oversees hiring, training, evaluations, and professional development.
- Lead stewardship team and ensure coordination across projects and departments.
- Develop and manage stewardship program budgets and project-specific budgets, including seeking grant funding for stewardship projects, grant reporting, and administration.
- Maintain stewardship records, Land Trust Alliance accreditation documentation, monitoring files, and internal databases (Landscape).
- Assist with land acquisition due diligence as needed.

Professional Development

- Pursue training in relevant areas, including wilderness first-aid, trauma-informed land stewardship, wildfire preparedness, trail-training programs, and GIS micro-credentials.
 - Support stewardship staff in obtaining necessary certifications and field skills.
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Qualifications

Desired

- Education and experience in land management, forestry, environmental science, ecology, outdoor recreation, community organizing, or related fields; or equivalent experience.
- Demonstrated leadership and staff supervision experience.
- Demonstrated ability to successfully plan and manage multiple projects and priorities at the same time.
- Proven success in leading and managing volunteers.
- Ability to work in a team and independently.
- Proficiency with GIS and ability to manage spatial data (or strong desire to learn).
- Excellent communication, project management, and organizational skills.
- Ability to work collaboratively with diverse perspectives and partners, staff, landowners, and volunteers.
- Desire and ability to perform physically demanding fieldwork in varied terrain and weather conditions.
- Valid driver's license and clean driving record.

Preferred

- Experience with land management planning, habitat management, trail design, ecological restoration, and invasive-species management.

- Familiarity with NRCS/USDA conservation programs or other conservation cost-share programs.
- Familiarity/experience with Improved Forest Management carbon offset project development/management
- Proficiency with Microsoft Office suite, Google Workspace, GPS, and other digital stewardship tools (training available).
- Experience with chainsaw use, light carpentry, or trail-construction skills (training available).
- Grant writing, management, and reporting experience (training available).

Work Environment

- The position requires both office work and substantial fieldwork with a flexible schedule and a regular option to work from home.
- Field tasks include hiking over uneven terrain, carrying tools or equipment up to 50 lbs or more, and working outdoors in varied weather conditions.
- Regular travel within the region is required; occasional statewide travel may be necessary. Travel will be reimbursed when using personal vehicles at the published federal rate.
- Tools & resources include: a laptop computer with Windows Professional and Microsoft 365, Google Workspace, use of a modern 4x4 work truck, UTV, snowmobile, office space in Bridgton, and an off-site tool storage facility and suite of land management tools.

Compensation & Benefits

This is a permanent, full-time position with a benefits package including access to small group health, vision, dental, and long term disability insurance (LELT typically covers ~65% of the cost of these benefits, the employee contribution is deducted pre-tax from gross pay, in 2025 this amounted to approximately \$150 per biweekly pay period per employee, spouses/dependents can access these benefits at cost), paid time off (starting at 26 days annually plus 8 federal holidays), retirement contributions (5% of gross pay distributed quarterly to a SEP-IRA), paternity/maternity/family leave (12 weeks/year at full pay), and potential for continuing education reimbursement, with a starting annual salary range of \$60,000 - \$70,000.

Loon Echo Land Trust is an Equal Opportunity Employer and is committed to fostering a diverse and inclusive workplace. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, or any other protected status. We strongly encourage individuals from historically underrepresented communities to apply.

The statements above describe the general nature and level of work associated with this position and are not intended to be an exhaustive list of all responsibilities. Additional duties may be assigned as needed, provided they are reasonably related to the position.