



Direct Hire Career Opportunity Bulletin

DEPARTMENT OF INLAND FISHERIES & WILDLIFE

41 State House Station, Augusta, ME 04333 * Main Office Located at 353 Water Street

IF&W RESOURCE BIOLOGIST (Reptile, Amphibian, and Invertebrate Specialist)

<http://www.maine.gov/ifw>

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| Public Service | Career Diversity |
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| Opening Date: January 06, 2025 | Closing Date: February 14, 2025 |
| Location: Augusta* | Position #: 01865-1096 |
| Position Type: Permanent Full Time | Class Code: 9386 |
| Grade/Salary: Grade 26 - \$56,264.00- \$78,998.40 Per Year | |

HOW TO APPLY: Interested applicants need to submit a State of Maine Direct Hire Application, Cover Letter, detailed Resume, and Answers to the Supplemental Questions at: <http://www.maine.gov/nrsc/jobs/index.shtml#ifw>

Direct Hire Application forms can be obtained at the NRSC website: <https://www.maine.gov/nrsc/jobs/application.shtml>

If you are unable to apply online, please mail all application materials to: **Natural Resources Service Center**
c/o Kristin McCamish
32 Blossom Lane
Marquardt Building
Augusta, NE 04333-0155

APPLICATIONS MUST BE RECEIVED BY:
February 14, 2025

For questions related to the position, please contact Derek Yorks by phone at: (207) 441-3567 or by e-mail at: derek.yorks@maine.gov

**There will be remote work opportunities with this position after management approval and following the IF&W Telework Policy.*

Do you love Maine’s natural resources, have a working knowledge of Maine reptiles, amphibians, and invertebrates, and strong communication skills? Join the Wildlife Diversity team at Maine Department of Inland Fisheries and Wildlife (IF&W) to help with monitoring and protecting the State’s wildlife resources!

BRIEF JOB DESCRIPTION: This position is located within the Wildlife Division’s Wildlife Diversity Section in Augusta, Maine. The person in this position will serve as the Department's expert on Maine reptiles, amphibians, and select inland invertebrates with an emphasis on Species of Greatest Conservation Need. The position will focus primarily on the conservation and management of priority reptiles and amphibians, and potential ancillary efforts on invertebrates, by conducting field surveys, monitoring population status, researching limiting factors, providing technical assistance to regional biologists, U.S. Fish and Wildlife Service and universities, writing technical reports and grant proposals, providing outreach presentations, representing the Department at state, regional, and national meetings, developing species planning and recovery measures, managing data, and overseeing small contracts. The person in this position will also be frequently consulted on complex environmental review projects involving forestry, residential and commercial development, and renewable energy infrastructure (solar and wind). This job will require a deviation from the standard work week during certain survey and sampling periods.

MINIMUM QUALIFICATIONS: A Bachelor’s Degree in Biology, Fisheries or Wildlife Management, or related field -AND- two (2) years of progressively responsible related laboratory or field research and/or management experience. Equivalent experience may be substituted for education on a year-for-year basis.

Preferences will be given to candidates with a) strong scientific and field knowledge of Maine’s reptiles and amphibians, b) a strong record of professional written communication skills and c) a post-graduate degree in Conservation Biology, Wildlife Ecology, Herpetology or related discipline.

SUPPLEMENTAL QUESTIONS: The questions below **MUST** be answered and submitted with your application.

1. Describe your training and experience in reptile, amphibian, and invertebrate assessment, research, and management, including your most relevant field experience.
2. Summarize your experience in writing: a) technical reports, b) peer-reviewed manuscripts, c) grant proposals, and d) species management plans or Best Management Practices.
3. Summarize your understanding of the major conservation challenges facing reptiles and amphibians in Maine.

INCOMPLETE APPLICATIONS WILL NOT BE ACCEPTED

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](#) 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 (\$358.08 annual value).
- **Retirement Plan**– The State of Maine contributes at least **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](#).
- **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](#).
- **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.