



Position: Maine Land Steward

Reports to: Maine Stewardship Manager

Supervises: N/A

Position Type: Full-time salaried/exempt

Location: Home office, preferred in western Maine

Compensation: \$52,000 - \$55,000 based on experience, expertise, and fit for the role

Northeast Wilderness Trust's (the Organization) mission is to conserve forever-wild landscapes for Nature and people. We safeguard over 103,000 wild acres across New York, Vermont, New Hampshire, Maine, Massachusetts, and Connecticut. Northeast Wilderness Trust is the only regional land trust focused exclusively on rewilding through forever-wild conservation. We believe in the immense value of wilderness, both for its intrinsic value and for its unique role to reverse the biodiversity crisis, mitigate climate change, and provide solace to the human spirit.

The Opportunity:

The Maine Land Steward works remotely as a member of the Stewardship Team to perform on-the-ground stewardship of Northeast Wilderness Trust's wilderness preserves, sanctuaries, and conservation easements across northern New England, primarily in Maine. The Maine Land Steward builds partnerships to further the Organization's mission. This position will be primarily field-based with regular office work.

Stewardship

- Monitor the Organization's wilderness preserves, sanctuaries, and conservation easements in Maine, with occasional field work in other northeastern states.
- Mark and maintain boundaries, install and maintain property signs, remove trash and structures, maintain gates and barriers, and oversee other activities to maintain the Organization's preserves and sanctuaries.
- Work in coordination with the Maine Stewardship Manager to report, address, and prevent use violations that do not comply with easements and/or stewardship policies and procedures.
- Coordinate work days on preserves with volunteers in the community.
- Conduct site visits for potential conservation project properties in collaboration with the Land Conservation staff.
- Assist with developing Baseline Documentation Reports and Management Plans.
- Complete administrative work, including but not limited to annual property monitoring reports.
- Respond to neighbor and landowners' concerns and requests in a timely and professional manner.
- Maintain trails on Ambassador Preserves, and assist with the implementation of restoration projects on preserves.

Outreach and Other

- Develop and maintain community partnerships across Maine.
- Help coordinate and lead field trips, volunteer events, and donor walks.
- Support Wildlands Ecology and Land Conservation Teams on ecological research and conservation projects as needed.
- Conduct outreach and training for stewardship volunteers as needed.
- Serve as an ambassador for the Organization, connecting with the community, neighbors, officials, and public entities.
- Promote wilderness conservation and build an awareness of the Organization.
- Carry out other responsibilities as needed.

What You Will Bring:

- Experience or familiarity with land trusts, conserved lands, working outdoors, or other relevant fields.
- Ability and desire to work outside, in remote locations, often solo.
- Ability to safely navigate off-trail, through difficult terrain, in year-round conditions.
- Ability and willingness to frequently travel across the region, sometimes in remote 4WD conditions, occasionally overnight.
- Must carry a valid driver's license and have a reliable vehicle; use of personal vehicle for work travel is reimbursed.
- Familiarity with GPS/GIS technologies.
- Familiarity with Landscape conservation software preferred, but not required.
- General experience with hand tools, chain saws and other equipment as needed.
- Must be able to stand and walk for long periods of time, outdoors on uneven terrain, lift and carry up to 50lbs, and use tools necessary for land monitoring and management.
- Willingness to maintain current Wilderness First Aid/Responder certification (training reimbursed by the Organization) and demonstrate consistently safe judgement and decision making in the backcountry.
- Self-starting and ability to work independently.
- Exceptional organizational and time management skills to meet deadlines.
- A commitment to candid and transparent communications.
- Ability to work professionally with a wide variety of stakeholder groups.
- Excellent interpersonal skills to work effectively across programs and represent the Organization in the community.
- Proficient in Microsoft Office.
- Reliable home internet connection to stay connected with staff over email and Zoom.
- Ability to participate in quarterly in-person staff meetings held in Montpelier, VT.
- Ability to pass a background check.
- Ability to thrive in a fast-paced and team-oriented work environment.
- Adaptability and openness to evolving job description as the Organization grows.
- Willingness to work outside of position's prime focus and collaborate with staff on other organizational priorities.

Benefits:

Northeast Wilderness Trust offers competitive and progressive benefits including:

Comprehensive Health Coverage

- 100% health insurance coverage to employees plus 81% of two-person/75% of family coverage.
- Shared cost dental and vision insurance.

Generous Vacation Time

- 31 days of combined time off annually, plus health leave.

Other Benefits

- 401k retirement plan with 5% employer match after six months.
- Employer-paid Life Insurance of \$50,000.
- Parental Leave: Twelve weeks paid after one year of service; option for an additional eight weeks part-time work; all with full benefits.
- Sabbatical Leave: Opportunity to earn up to a two-month paid sabbatical, with opportunity to extend to three months, every seven years of employment.

How to Apply:

Interested candidates should submit a cover letter and resume with three professional references as a single combined PDF to jobs@newwildernesstrust.org with the subject "Maine Land Steward."

Application deadline is February 28, 2026 with reviews happening on a rolling basis.

Northeast Wilderness Trust is an Equal Opportunity Employer and is committed to a just and equitable world and workplace. We recognize that diverse teams make the strongest teams and we encourage people from all backgrounds to apply.