



Direct Hire Career Opportunity Bulletin

DEPARTMENT OF ENVIRONMENTAL PROTECTION

State House Station #17, Augusta, ME 04333 - *Offices Located at 28 Tyson Drive, Augusta

ENVIRONMENTAL SPECIALIST III

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

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: Interested applicants need to complete 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#dep>

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 application materials to:

Natural Resources Service Center
c/o Kristin McCamish
32 Blossom Lane
Marquardt Building
Augusta, ME 04333

**APPLICATIONS MUST BE RECEIVED BY:
November 15, 2024**

Opening Date: October 29, 2024

Closing Date: November 15, 2024

Location: Augusta

Position #: 08330-1432

Position Type: Full Time

Class Code: 9253

Grade/Salary: Grade 23 - \$49,275.20 - \$69,139.20 Per Year*

**This is the earning potential over the course of nine steps. Annual step increases are dependent on obtaining successful performance reviews and the authorization to issue such increases.*

Do you care about protecting Maine's excellent water resources? Do you want a job that feels meaningful and fulfilling?

The Maine Department of Environmental Protection is seeking candidates for an Environmental Specialist III position vacancy within the Division of Water Quality Management, Bureau of Water Quality.

BRIEF JOB DESCRIPTION: This position is a wastewater discharge permit writer in the Division of Water Quality Management (DWQM). The position drafts wastewater discharge permits for a variety of industrial, commercial, and municipal discharges and overboard discharge permits for a variety of commercial and residential dischargers, as well as other point source dischargers. The position interacts closely with compliance, enforcement, and technical engineering staff in the DWQM and water quality engineers and biologists in the Division of Environmental Assessment (DEA). This position also interacts with federal and state regulatory agencies as well as the regulated community and other interested parties.

For more information on the specifics of this position, please contact Laura Crossley at (207) 615-6711 or laura.crossley@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:

- Knowledge of the laws and regulations applicable to the design and operations of wastewater treatment facilities.
- Knowledge of water pollution issues and science.
- Ability to understand and follow verbal and written instructions and manage multiple projects.
- Strong oral and written communication skills.
- Ability to identify and analyze problems, reach logical conclusions, and make sound decisions; and to solve problems independently.
- Ability to use tact and diplomacy to establish and maintain effective working relationships.
- Exceptional skill collaborating with diverse internal and external stakeholders to resolve issues and complete complex projects within established timelines.
- Experience in technical writing.

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 **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.