



COASTAL RIVERS CONSERVATION TRUST

Caring for the lands and waters you love in the Damariscotta-Pemaquid region

Education Director

[Coastal Rivers Conservation Trust](#)

Reports to: Deputy Director

Mission: Caring for the lands and waters of the Damariscotta-Pemaquid Region by conserving special places, protecting water quality, creating trails and public access, and deepening connections to nature.

Position Summary: Coastal Rivers is seeking an inspiring, creative, and collaborative Education Director to lead and grow our nature education and community engagement programs. This is a unique opportunity to build on a strong, successful foundation, including vibrant school-year programs and our celebrated Camp Mummichog summer day camp, while expanding how people of all ages connect with local lands, waters, and conservation work.

The Education Director will provide programmatic leadership and strategic vision, ensuring that our education programs, whether for youth, families, or adults, are place-based, inclusive, and deeply tied to our conserved lands, trails, and local waterways. This role blends hands-on leadership, team mentorship, and long-term planning with a great deal of direct teaching and instruction, all with the chance to make a tangible impact in the Damariscotta-Pemaquid region.

Why this role is exciting:

- Lead a well-established, high-quality education program and shape its next chapter.
- Engage directly with children, families, and community members to inspire curiosity, connection, and stewardship of Midcoast Maine's special places.
- Collaborate across departments on programs that link education, conservation, and public engagement.
- Be part of a values-driven, mission-focused organization that prioritizes equity, inclusion, and fostering love of place in a unique coastal community.

Work Schedule: This is a full-time, exempt position with a standard work schedule of 35 hours per week, with flexibility required during peak program periods, including the summer camp season and occasional evenings or weekends.

Compensation: \$70,000 - \$85,000, depending on qualifications and experience

Other Benefits:

- Paid holidays, sick time, and vacation
- Health insurance (including vision and dental)
- Short- and long-term disability and life insurance
- SIMPLE IRA with employer match
- YMCA membership

- Significant discount on summer camp and other member programs
- Opportunities for paid professional development
- Flexible scheduling to support a healthy work–life balance

Key Responsibilities: As Education Director, you will lead and teach Coastal Rivers’ nature education programs, inspire our campers, and cultivate community connections that foster a lifelong love of the outdoors. You’ll oversee and present school and summer programs, expand adult and family engagement, and integrate education into Coastal Rivers’ conservation work and public lands.

Strategic Leadership & Program Development

- Set the vision, goals, and strategic direction for Coastal Rivers’ education programs, positioning nature education as a core strategy for building stewardship, community connection, and long-term conservation outcomes.
- Lead the design, evaluation, and continuous improvement of place-based, experiential nature education curricula and programs for Pre-K–12 students, families, and adult learners.
- Ensure education programs reflect best practices in environmental education, experiential learning, youth development, safety, and inclusion.
- Track outcomes and impact, using data and participant feedback to demonstrate how education deepens connection to land and water and supports Coastal Rivers’ mission.
- Identify equipment and facility needs and repairs with organizational leadership and fellow staff to ensure safe and functional learning spaces.

School & Community Partnerships

- Teach and present a variety of programs to audiences of all ages.
- Serve as Coastal Rivers’ primary liaison to schools, educators, and education-focused community partners.
- Cultivate and maintain strong relationships with local school districts, Lincoln Academy, and other youth development and education stakeholders.
- Collaborate with stewardship and development staff to integrate education into preserves, trails, and conservation initiatives, and with community science staff to highlight program findings.
- Represent Coastal Rivers at community events, professional networks, and regional or statewide education forums.

Camp Mummichog Leadership

- Provide overall leadership and accountability for Camp Mummichog, ensuring a safe, engaging, and mission-aligned summer experience.
- Oversee camp planning, staffing models, policies, risk management, and evaluation.
- Ensure compliance with all applicable regulations, including Maine DHHS licensing requirements.
- Review and analyze annual camp outcomes, parent feedback, and staff evaluations to guide program improvements.
- Lead lessons and activities with campers as an instructor as well as director.

Staff Leadership & Management

- Recruit, supervise, mentor, and evaluate seasonal camp staff and, at times, contract instructors.
- Establish clear expectations, systems, and workflows for education programming and staffing.

Budgeting, Grants & Organizational Leadership

- Develop and manage the education department budget, including camp operations, school programs, and public education initiatives.
- Collaborate with the development team to identify funding opportunities and contribute to grant proposals, reports, and donor communications related to education programs.
- Contribute to organizational planning, cross-department coordination, and board-facing discussions as needed.

Required Trainings and Certifications:

- Wilderness First Responder Certification (if not current, must be completed by start of camp)
- CPR (if not current, must be completed by start of camp)
- [Mandated Reporter through Maine DHHS](#) (if not current, must be completed upon hiring)

Desired Qualifications & Skills:

- Master's degree in education, environmental studies, or a related field
- 7+ years of experience in education, environmental education, or program leadership, including significant direct teaching/instructional experience
- Demonstrated leadership experience in environmental education, youth development, conservation, or a related field
- Experience designing and managing education programs and supervising staff
- Proven ability to build and sustain partnerships with schools, community organizations, and funders
- Experience managing budgets and grant writing
- Excellent communication skills, with the ability to engage diverse audiences
- Strong organizational and project management skills
- Comfort working outdoors in variable weather conditions
- Proficiency with Google Workspace and Microsoft Office
- Demonstrated commitment to equity, inclusion, and community-centered approaches to education
- Alignment with Coastal Rivers' mission and belief in the power of inspiring a love of place for both youth and adults

To Apply: Please send your resume, a cover letter, and at least three references as a single PDF package to Steven Hufnagel, Executive Director, at shufnagel@coastalrivers.org by April 3, 2026. Please do not make inquiries by telephone or in person, or separately by email.

Coastal Rivers is an Equal Opportunity Employer and does not discriminate based on race, color, religion, sex, gender identity, gender expression, sexual orientation, age, size, national origin, disability, or any other protected characteristic as established by law. Additionally, Coastal Rivers strives to foster an inclusive workplace. People from diverse backgrounds, including those traditionally underrepresented in conservation leadership, are encouraged to apply.