

## Manager of Civil & Landscapes Division

**Flycatcher LLC** is a small, Maine-based environmental and land use consulting company providing planning and strategic permitting support to clients including renewable and traditional energy developers, power utilities, commercial developments, town and state government, conservation organizations, and private landowners. Flycatcher excels by providing clients large company experience and relationships with the efficiency and nimbleness of a small company. We highly value our staff and are looking for hard-working people who want to grow with us in a fun, flexible and committed workplace environment.

**We are seeking** an experienced Construction Manager or Foreman who is entrepreneurial and interested in growing their career, while helping foster the continued growth of a small, Maine company. The ideal candidate will oversee and manage all aspects of our environmental civil and landscapes projects from start to finish, including materials and equipment procurement and staff oversight, and be responsible for marketing the Civil and Landscapes (C&L) division with support from other Flycatcher staff. The Manager of C&L will be responsible for ensuring projects are completed on schedule and within budget. This role will require project and personnel management, coordinating activities with the site foreman and crew, and helping to ensure that safety regulations and project specifications are strictly followed.

**Typical projects the Manager of C&L will oversee include** monitoring and/or implementing erosion and sedimentation control (ESC) plans, installation of visual and/or buffer plantings; shoreline stabilization projects; permanent stabilization/seeding; mowing of operational solar sites; and implementation of wetland and wildlife enhancement and restoration plans.

### Key Responsibilities:

- Oversee daily on-site operations, ensuring the project progresses according to schedule and budget.
- Analyze and understand applicable environmental regulations and related permit conditions.
- Supervise and coordinate the activities of subcontractors, suppliers, and laborers.
- Manage and monitor work schedules, staffing levels, and equipment usage to maintain project flow.
- Ensure all work complies with project specifications, quality standards, and safety requirements.
- Conduct site inspections to ensure proper construction techniques, materials, and safety practices are being followed.
- Develop and maintain working relationships with contractor suppliers, subcontractors, materials providers, equipment rental and delivery companies, and long-term/repeat clients.
- Enforce and maintain our safety program for all employees and subcontractors.
- Work closely with the Management team to resolve any issues or delays, while providing regular updates on project status.
- Manage site logistics, including material storage, site access, and equipment management.
- Review project plans to identify any potential issues and recommend solutions.
- Track project progress and assist in creating accurate project schedules, budgets, and timelines.
- Ensure proper documentation is maintained, including daily logs, requests for change orders, and safety reports.
- Look for opportunities to contract work with renewable energy, commercial, private, and conservation clients. Support marketing efforts and generate leads with support from the Management Team.
- Provide leadership and mentorship to the construction crew, promoting teamwork and high-performance standards.
- Review and approve contractor and vendor invoices to ensure accurate billing for work completed.

**Qualifications:**

- 5+ years of experience as a construction foreman or superintendent with direct experience implementing erosion and sediment control plans and overseeing an environmental crew
- Bachelor's Degree in an environmental-, horticulture-, or forestry-related field preferred but not required.
- Knowledge of construction procedures, materials, and equipment, as well as basic familiarity with small construction equipment maintenance and upkeep (e.g., skid steer, excavator, etc.)
- Ability to read and interpret construction drawings, plans, permits and other technical documents.
- Proven experience operating heavy equipment such as excavators, skid-steers, and heavy duty trucks with equipment trailers.
- Valid driver's license and reliable transportation.
- Excellent and clean driving record, preferably with commercial vehicles; CDL is preferred but the ability to acquire CDL would be required.
- Ability to lift up to 50 pounds and walk for long distances in challenging terrain on a variety of projects in various climatic conditions.
- Leadership skills with experience managing teams and coordinating subcontractors.
- Excellent organizational, problem-solving, and communication skills.
- Ability to work under pressure and manage multiple tasks while maintaining high standards.
- Maine DEP Certification in Erosion Control Practices, preferred; or we will help the right candidate get this.
- Familiarity with project management software (e.g., Procore).
- Familiarity with GIS software (e.g., ERSI Field Maps).
- Ability to make decisions quickly and manage conflict effectively.

**Working Conditions:**

- Ability to work long hours, including evenings and weekends, when necessary to meet project needs. Some travel will be required, but extended travel is not anticipated at this time.
- Must be able to work in outdoor environments and inclement weather conditions.
- Must be able to stand for extended periods and lift heavy objects (up to 50 lbs).
- Frequent walking and climbing on construction sites.

**Compensation:**

- \$75,000 – \$100,000 depending on experience and qualifications.
- Performance and marketing bonuses may be negotiated.
- Full-time employment includes paid holiday and vacation time, a work clothing reimbursement, and a comprehensive benefits package including health, dental and vision insurance and access to a company-sponsored 401(k) with a match.

**EEO/Non-Discrimination Policy**

Flycatcher LLC provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

**Job Type:** Full-time, willing to discuss