



MSF Position Description 2026

Maine Service Fellow: CEBE Fellow, Norway Maine

About the position

Stationed at the Center for an Ecology Based Economy (CEBE) in Norway, Maine, the Service Fellow will support the development and deployment of the following projects:

- In partnership with MSAD 17 (Oxford Hills), support CEBE's ongoing work with the school district to provide climate and environmental professional development, learning opportunities for students, and analysis of the school system's energy resources. In the spirit of the statewide Maine Green Schools Network, the Fellow will develop and advance goals in leadership, facilities, curriculum, and career pathways for the school district and CEBE's broader network.
- With guidance from CEBE's Community Resilience Director, the Fellow will support CEBE's work as a Service Provider with the statewide Community Resilience Partnership. These duties will include enrolling rural communities in the Community Resilience Partnership and assisting with Community Action Grant applications as needed. The primary role of the Fellow in supporting CEBE's work as a Service Provider will be in supporting the development for climate vulnerability assessments for five rural municipalities alongside CEBE's Community Resilience Director.

About CEBE: CEBE's mission is to engage the community in addressing the climate emergency. We organize, educate, take direct action, and implement practical, ecological solutions for a just transition to a thriving, regenerative economy. CEBE primarily serves communities in the Western Foothills region, though our work as a Service Provider for the Community Resilience Partnership has included 27 communities in Oxford, Franklin, and the western parts of Cumberland County. CEBE also engages in some regional and statewide work as it aligns with our mission.

Generally, we pivot to the needs of our community, adding programs or becoming partners on new initiatives when the opportunity arises. Our current programs and services are divided into five focus areas: education, food, energy & transportation, housing, and bioregioning. Current programs and services fit within those focus areas and range widely from one-off film screenings and workshops to managing a regional EV charging network. CEBE currently has 6 staff members, 3 part time and 3 full time, who work hybridly from the CEBE office in Norway and from their homes in western Maine.

About Norway: Norway, Maine is a small rural hub for the surrounding towns that make up the Oxford Hills School District in western Maine. Outdoor recreation opportunities are plentiful with access to lakes, hiking trails, skiing and more. The Norway Arts Festival is a key community event held in September and attracts people from across the state. More information about Norway and the surrounding communities can be found on the following web pages:

- [Norway Town Website](#)
- [Norway Downtown Website](#)
- [Undiscovered Maine](#)
- [Visit Maine](#)

Position duties:

The Fellow will:

- Attend monthly meetings, alongside CEBE staff, with the Oxford Hills School District superintendent and facilities managers to continue our collaboration on making energy decisions and determining future projects.
- Analyze lessons learned in our work with MSAD 17 and create resources that can be utilized at other schools.
- Build and maintain partnerships with student groups and teachers in the Oxford Hills School District to continue to support green school initiatives such as supporting student projects, curriculum design, identifying professional development opportunities, and collaborating with the statewide Green Schools Network. This includes but is not limited to working with existing student groups such as the National Honor Society and Garden Club, and deepening trust with teachers and administrators.
- Build and maintain emerging relationships with other school districts interested in replicating the work at MSAD 17.
- Engage with community members on an ad-hoc basis and through monthly events such as the CEBE Energy cafe assisting in facilitation and communication of resources that build local energy literacy
- With guidance and peer support from CEBE's Community Resilience Director, the Fellow will assist in organizing public community workshops in rural communities to learn about the strengths, needs, and interests of the communities and help them prioritize resilience projects.
- Help with the preparation of enrollment materials for each community and assist with Community Action Grant applications as needed.
- Support the development of climate vulnerability assessments for at least five rural municipalities alongside CEBE's Community Resilience Director. This may include conducting interviews with local leaders, surveying community members, collecting infrastructure and population data, synthesizing climate and extreme weather event records, compiling this data into a comprehensive report, presenting recommendations to local leadership, and writing Community Action Grant applications to implement recommendations.
- Support other initiatives and projects related to green schools, energy, and the Community Resilience Partnership as needed.

Minimum requirements: (you can add to this if you have requirements – these are the MSF minimum requirements)

- Must be at least 20 years of age.
- Within the last 5 years, have completed a college degree (associates, bachelors, or graduate).
- Be eligible to work in the United States and pass a background check that includes a criminal history record check.
- Commit to devoting full-time effort to the assignment (1700 hours total over 43 weeks).
- Agree to live in the community impacted by the project; namely, the MSAD 17 school district.
- Excellent written and verbal communication skills.

Strong applicants will enjoy and have relevant experience in:

- Interest and passion in renewable energy solutions, clean energy transition, and community resilience
- Group facilitation and/or organizing community meetings
- Comfort in presenting to large groups
- Effective communication of complex and divisive topics to the general public
- Background knowledge in climate justice and/or climate science
- Skills in data analysis and use of Microsoft Excel or Google Sheets
- Graphic design, especially indesign, Canva, or the Adobe suite

About Us:

Maine Service Fellows is a statewide service program designed to help rural communities tackle their most critical needs, with a focus on building climate resilience. The program increases the opportunities for recent college graduates to devote a year of service, use their skills to make a difference, and strengthen civic engagement and community resilience through engaging community residents in volunteer-based solutions. Maine Service Fellows recruits individuals who completed a post-secondary degree within the last 5 years.

Compensation and benefits:

- Living allowance of \$27,100 per term (10 months)
- Educational award payable towards student loans ~\$5,420
- Full health care coverage
- Paid time off
- Housing stipend

Start Date: June 1, 2026