


Professional

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Chief Executive Officer

MaineStream Finance (MSF) is seeking a highly motivated, experienced leader to oversee a growing Community Development Financial Institution (CDFI) with over \$7 million in total assets. Applicants should have significant financial experience, an entrepreneurial spirit and established relationships with the lending community. MSF, a subsidiary of Penquis, provides loans and financial services to low/moderate-income consumers and businesses. Based in Bangor, MaineStream Finance serves clients throughout Maine with offices in Bangor, Dover-Foxcroft and Rockland.

MaineStream Finance’s primary services include home ownership, micro business lending and Family Development Account (FDA) matched savings programs. The home ownership programs include: residential mortgages, home repair loans, home buyer education, and housing counseling. Plus, MSF has a dynamic micro enterprise business program that offers loans, advisory services and business planning courses.

The CEO is responsible for ensuring that MSF meets its mission, goals and objectives within the policies formulated by the Board of Directors while complying with all funding sources and legal requirements. The CEO oversees all aspects of administration: compliance, lending, portfolio management, fund development, community relations, outreach, and financial education. The CEO works directly with the Penquis CFO to ensure financial objectives are met. The successful candidate will report directly to the CEO/President of Penquis working in partnership with the Penquis and MSF Boards, and will be part of Penquis’ Executive Leadership team.

The selected candidate will ideally possess the following qualifications:

1. A Bachelor's Degree in Economics, Finance, Accounting or Business Administration.
2. A minimum of 7-10 years banking experience with advancing levels of responsibility.
3. Loan origination and underwriting experience as a commercial, residential or community development lender with strong analytical ability and sound credit skills.
4. Knowledge of regulatory requirements and accounting standards necessary to successfully manage a financial institution.
5. Excellent communication, public speaking and sales skills; proficient with computers.
6. As required by business necessity, upon hire and periodically thereafter, must have clean background checks through the State Bureau of Investigation.
7. Must not have an active record on the System for Award Management (SAM) website.
8. *Preferred but not required:* a) successful experience managing a financial institution or department budget and b) NMLS Mortgage Loan Originator's license.
9. As required by business necessity, upon hire and periodically thereafter, must have clean background checks through the State Bureau of Investigation.
10. Must not have an active record on the System for Award Management (SAM) website.

Applications, letters of interest and resumes will be accepted until 4:30 p.m. on Monday, March 21, 2016. An application form and the job description are available from Penquis, 262 Harlow Street, Bangor, Maine 04402; Tel: 973-3500; TDD: 973-3520, from the Penquis offices in Dover-Foxcroft, Lincoln, or Rockland, or apply online at www.penquis.org.

In accordance with federal regulations, Penquis C.A.P., Inc. does not discriminate. Reasonable accommodation will be made for otherwise qualified persons with disabilities.


Penquis is a tobacco and smoke-free workplace.

www.penquis.org; www.mainestreamfinance.org

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Chief Administrative Officer

Penquis, an established and vibrant institution that assists individuals and families of Knox, Penobscot and Piscataquis counties in preventing, reducing or eliminating poverty in their lives, has an exciting opportunity for an executive level Chief Administrative Officer (CAO). Located in Bangor, this full-time position is responsible for leading and managing a group of corporate systems including Information Services, Quality Assurance, Development and Community Relations, Communications, Human Resources, Facilities, and Internal Compliance Audit. The successful candidate will report directly to the CEO/President and will work in partnership with other Penquis leadership to direct the corporation.

This position undertakes assigned activities and projects to promote Agency growth and assures compliance with the mission, goals, objectives and policies of the Board of Directors. As an agent of the Chief Executive Officer, the CAO is empowered to assume overall direction of the corporation in her absence. Additionally, the CAO is involved in associated governing and advisory groups. The desired results of this position include: utilizing data and communication technology to its maximum advantage; ensuring structured implementation of policies and procedures; making certain that internal quality controls and audit systems exist to ensure compliance and identify and prevent fraud activities; establishing consistent communication in both quality and content with all Penquis constituencies; attracting and retaining qualified employees; and providing a safe, healthy, positive working environment for employees and a welcoming environment for the public.

The selected candidate will ideally possess senior-level nonprofit experience. The position requires a Bachelor's degree in a related field and 5 years successful management experience or combination of training and experience with 10 years' experience in a comparable management position. It also requires demonstrated education and/or experience in information technology systems. Experience in human resources management and facilities management is preferred but not required. Must not have an active record on the System for Award Management (SAM) website.

Applications, letters of interest and resumes will be accepted until 4:30 p.m. on Friday, March 25, 2016. An application is available from Penquis, 262 Harlow Street, Bangor, Maine 04402; Tel: 973-3500; TDD: 973-3520, from the Penquis offices in Dover-Foxcroft, Lincoln, or Rockland, or apply online at www.penquis.org.


In accordance with federal regulations, Penquis C.A.P., Inc. does not discriminate. Reasonable accommodation will be made for otherwise qualified persons with disabilities. Penquis is a tobacco and smoke-free workplace.

www.penquis.org

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Kennebec Federal Savings

MORTGAGE LOAN PROCESSING MANAGER

Kennebec Federal Savings is seeking an experienced mortgage processing and underwriting professional to manage the day to day operations in the loan underwriting and processing department.


In this position, you will manage the department to provide fast and accurate processing and underwriting, and the highest level of customer service. You will look for opportunities to enhance productivity and streamline operations, while maintaining compliance with regulations, bank policies, and secondary market requirements.

You will serve as the senior underwriter, specializing in more complex applications. You will serve as the expert in all aspects of the bank's loan origination system, and you will work as part of a team to implement a new loan origination system.

Knowledge of secondary market, FHA, MSHA, RD, and related program requirements is desirable. Ideal candidates will have experience in mortgage lending, including underwriting, processing, and secondary market.

KFS is consistently one of the top mortgage lenders in the Waterville area and was selected as a **Best Places to Work in Maine** company in 2014 and 2015. If you are self-motivated, focused on customer service, and enjoy finding solutions and working as part of a team, this is a great opportunity to join a growing, successful community bank. Send your resume and letter of interest to the address below or email it to jobs@kfsavings.com by March 7, 2016.

Kennebec Federal Savings
Attn: HR/Careers
P.O. Box 497
Waterville, ME 04903-0497




County of Hancock COUNTY ADMINISTRATOR

The County of Hancock is seeking a qualified individual to fill the position of County Administrator. This is a highly responsible/visible professional position responsible for the administrative functions of Hancock County Government under the direction of the County Commissioners. Candidates should possess experience in governmental management and a strong background in financial management (including accounting procedures ie. TRIO, Munis or other accounting software,) budgeting, and investments, excellent communication skills and team building abilities; ability to communicate effectively orally and in writing and to maintain positive internal relations to direct, supervise, and motivate staff. Grant writing would be a plus. Candidates should have the ability to actively listen and to accept criticism, must possess conflict resolution and public relations skills. A related four-year degree is necessary, an MPA or MBA degree is highly desirable (an equivalent combination of experience and training will be considered).

Please provide a cover letter and resume with salary requirements to the County of Hancock, Attn: County Clerk, 50 State Street, Suite 7, Ellsworth, Maine 04605 no later than 4:00 p.m. on March 25, 2016

The County of Hancock is an Equal Opportunity Employer



Town of Warren Town Manager


The Town of Warren, Maine is currently soliciting resumes for the position of Town Manager. Warren is a community of 3700, with a Selectmen/Manager/Town Meeting form of government, an annual municipal budget of \$2.2 million (excluding schools) and 9 full-time employees. The Board of Selectmen is seeking an individual with prior Town Manager experience, personnel management and labor relations experience, financial management and budgeting skills, and good communication skills. The successful candidate should be a creative problem solver with the ability to work as a team member, and demonstrate flexibility and openness in the performance of their job.

The Board of Selectmen would prefer a candidate with a degree in Public or Business Administration and at least 5 years of progressively responsible management experience; however, individuals with equivalent experience and education are encouraged to apply.


Salary is negotiable based on experience and training. Correspondence may be submitted by email to manager@warrenmaine.org or mailed to: Town Manager Search, Town of Warren, 167 Western Rd., Warren, ME 04864. Please send cover letter, resume, 3 professional references, and salary history by March 18, 2016.

Clerical 107

Help Wanted General 114



FT BOOKKEEPER/ADMIN ASSISTANT
exp. Quickbooks & computer skills req.
Email Resume. mark@bronsonav.com




Allenfarm Fence Company

OUTSIDE SALES
Outside Sales Representative meets with potential customers, measuring, estimating and managing their installs. Pay is salary plus commission.

SALES ASSISTANT
Phone and walk in sales. Support outside sales team. Pay will depend on experience, ability and results.

All positions require being organized, excellent communication skills with customers and other employees, great computer skills and confident with numbers. Applicants must be able to learn the fencing industry and pricing involved.

We have a great team of people who work hard at making Allenfarm Fence Company successful, year after year. If you think you have what it takes to add to our company please send a resume to sales@allenfarmfence.com or drop one by the office at 18 Autocar Lane, Hermon.




Downeast Horizons


CHILDREN'S WORKERS NEEDED
Work with children with cognitive disabilities in a community and group setting. **Immediate need in Bangor and Dover-Foxcroft areas.** Up to a \$13.00 per hr. starting wage. Competitive wages and mileage reimbursement.

****Up To a \$250.00 Sign on Bonus****
For more information, call 855-894-3599 or 207-667-7464. To apply, please visit our website at: www.dehi.org. E.O.E

CONSTRUCTION ESTIMATOR
The Penobscot Company, a general contractor, has an opening for an estimator with extensive experience in commercial construction estimating. Must have proven ability to successfully estimate commercial projects with a value of up to \$10M, be conscientious, dependable and motivated. This is a full-time, permanent position working from our office in Rockport, Maine. We offer competitive wages based on ability and experience. Interested, qualified persons should email a resume to:
admin@thepencogc.com
www.thepencogc.com
EOE




NORTHEAST AGRICULTURAL



ADMINISTRATIVE SUPPORT POSITION


Detroit, ME business seeks an individual to support our customers and serve as a general office assistant. The ideal candidate should have excellent written & verbal communication skills. Multi-tasking is essential. Must be a team player able to thrive in a fast paced environment. Administrative follow through is a must. Proficiency required in Microsoft word, Excel and common internet based applications. We offer a competitive wage. Week-ends are a must. Please email resume to Beth.neag@gmail.com or fax to 207-487-6082

AIRCRAFT MECHANIC NEEDED NOW!
Email Bill at wperry@mif.aero or view full ad at bangordailynews.com/jobs



NOW HIRING


ASSISTANT MANAGER
3 people needed to asst. manager. Must be neat, personable, and hard-working. Willing to train the right person(s). \$700/wk to start, plus bonus. **Call 207-989-5143 for an interview.**



LEONARD

AUTOBODY/PAINT TECHNICIAN
CARMEL. Experience/references in collision repair required, must have own tools. Sign on bonus Call 949-4319

AUTOMOTIVE TECH WANTED hiring for a automotive tech apply in person 247 Main Road Bradley Maine




WELLMAN PAVING

An Equal Opportunity Employer, Wellman Paving is seeking qualified applicants for the following positions:

Experienced Paving and Earthwork Equipment Operators - paver, roller, grader, excavator, skid steer Foremen, Laborers, Class A&B Truck Drivers

EXPERIENCE NECESSARY


Competitive wages and benefit packages available.
Please inquire within or mail resume to: 89 Goshen Road Winterport ME 04496
libbie@wellmanpaving.net
223-8820
Or apply on-line at www.wellmanpaving.net/apply



WELLMAN PAVING

An Equal Opportunity Employer, Wellman Paving is seeking qualified applicants for the following position:

ADMINISTRATIVE ASSISTANT
Must be proficient with Excel and QuickBooks. Full-time position. Competitive wages and benefit packages available.
Please submit resume and references to: Wellman Paving, 89 Goshen Road Winterport, ME 04496
223-8820
libbie@wellmanpaving.net



NOW HIRING

BOOKKEEPING JOB AVAILABLE
Responsibilities: A/R cash up, A/P processing, filing, some PR duties, work as a team member. Knowledge of generally accepted accountant principles and practices req. Associate degree pref. Competitive pay, benefits, vacations, health ins, retirement plan avail.
Call Barb, Crescent Lumber, 825-3317

CARPENTERS & PROJECT FOREMAN
MDI - Pay=Experience, Tools & Transportation Required. Benefits 288-5566

CARPENTERS - EXPERIENCED Frame to finish. Must be dependable, have own tools & transportation. 207-667-7271

CHILDCARE- FT & PT avail. Will give nec. Training. 945-0137 cafs1@aol.com

2-27

CRYPTOQUIP

Z J O Z

B O X R

L O X R Y

N P O

F O V H N I N B R H Z

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J R

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N H

M H R

P N I Z N H V .

Yesterday's Cryptoquip: IF A THEATER COOKED HAMBURGERS IN ITS SNACK AREA, WOULD THE SHOW INCLUDE A BEEF INTERMISSION?

Today's Cryptoquip Clue: N equals I