



PALOUSE CONSERVATION DISTRICT

The Palouse Basin **Conservation Agriculture and Farmed Smart (CA&FS) Coordinator** serves to coordinate the increased adoption of direct seed cropping systems and precision agriculture, enrollment into direct seed and related conservation agriculture programs, and implementation of the Farmed Smart Sustainable Agriculture certification program. Requires excellent communication skills in working with private landowners in a non-regulatory environment. Knowledge of sustainable agriculture practices, conservation planning, and conservation practice implementation is required. Reports to the Palouse Conservation District Conservation Partnership Manager.

Requirements: Associate's degree in agriculture or closely related field and minimum two years' experience working in dry-land production agriculture. Must be able to hike for extended periods and carry equipment over rough terrain, at times in inclement weather conditions. Full-Time, At-Will, Exempt status; Salary range \$42,399-55,116 (DOE) plus full benefits package. View complete job description below.

*Send resume & cover letter addressing required qualifications to:
Conservation Agriculture and Farmed Smart Coordinator Search*

Palouse Conservation District, 1300 NE Henley Ct. #6, Pullman, WA 99163

or

laurah@palousecd.org

*Review begins **October 23, 2015**. Open until filled.*

Position Description for Palouse Basin Conservation Agriculture and Farmed Smart Coordinator

The primary purpose of the Palouse Basin **Conservation Agriculture and Farmed Smart Coordinator** position is to increase adoption of direct seed cropping systems, adoption of precision agriculture, enrollment into direct seed and related conservation agriculture programs, implementation of the Farmed Smart Sustainable Agriculture certification, and related objectives outlined in the Regional Conservation Partnership Program (RCPP) awarded to Palouse CD and their partners. This includes planning and application of conservation practices, and working with farmers to help them achieve eligibility for conservation programs and become Farmed Smart certified, as well as the development and execution of grants and contracts.

The Conservation Agriculture and Farmed Smart Coordinator is an advocate for natural resource conservation through conservation planning and conservation practice implementation. The Palouse Basin CA&FS Coordinator will be responsible for duties including the following: conservation planning; conservation practice implementation; conducting Farmed Smart certifications and farm audits; coordination of and participation in Palouse Basin RCPP outreach programs; coordination and training with the Pacific Northwest Direct Seed Association (PNDSA), the entity that developed the Farmed Smart certification; overall Palouse Basin RCPP Program management; and other duties as assigned.

Duties and Responsibilities

Understand and promote the RCPP, Palouse CD and the PNDSA, and the other RCPP partner organizations. Participate in planning, communications, coordination and achieving RCPP objectives focused on obtaining direct seed acres, precision agriculture acres, riparian buffer, and Farmed Smart implementation. Closely coordinate between Palouse CD Conservation Partnership Manager, the PNDSA Executive Director, and RCPP partners for assignments and planning.

Provide technical assistance, conservation planning options and recommendations, and help enroll producers into applicable programs including EQIP and CSP necessary to achieve and/or maintain their Farmed Smart certification or direct seed cost share programs.

Understand the Farmed Smart Sustainable Ag certification program objectives and different conservation farming practices, strategies, and equipment used in dry-land cropping systems.

Complete Farmed Smart Sustainable Agriculture farm visits within the Palouse River (WRIA 34) watershed. Including reviewing 38 criteria with the producer, evaluate, validate, and rank producer's operations based on the certification criteria and definitions.

Utilize web-based Farmed Smart certification software to record producer's data and supporting documentation and pictures needed to complete the certification process.

Work with multiple programs, supervisors, and deliverables.

Complete required grant and certification reports and vouchers to quantify meeting grant objectives and document Farmed Smart and RCPP benefits. Provide summary of findings and results through white papers and power point presentation.

Develop additional technical documentation as needed to support the consistent implementation of the Farmed Smart certification program and participate in Farmed Smart certification committee that will be responsible for validating and/or adjusting criteria as needed to maintain credibility and marketability.

Responsible for proper use of Palouse CD District office and field equipment, obtaining necessary repairs, and maintaining inventory.

Responsible for limited clerical tasks such as mailing, filing, typing, etc.

The Palouse Conservation District's Conservation Partnership Manager provides direct oversight and supervision of Palouse Basin CA&FS Coordinator. The Palouse Basin CA&FS Coordinator is also responsible to the Director and Board of Supervisors. The

Palouse Basin CA&FS Coordinator will also coordinate with the PNDSA Executive Director regarding the Farmed Smart program.

Work Environment

Work may be performed in an office setting or in the field with site visits, training, local and out of town travel and occasional extended hours (including some Saturdays) expected. This position is labor intensive, multi-faceted and requires a high level of motivation, versatility, and ability to work independently. This position requires both indoor and outdoor work. Outdoor work includes hiking, wading in streams, and carrying equipment.

Work Schedule

This is a Full-Time, Regular position (averaging 40 per week). The normal PCD workday schedule is Monday through Friday, 8:00 AM – 4:30 PM. This position is classified as Exempt under the Fair Labor Standards Act (FLSA).

Minimum Qualifications:

An Associate's degree in agriculture or a related field or qualifying experience may substitute year-for-year for the education requirement. The applicant must have the ability to become a Certified Conservation Planner through NRCS within the first year of employment. A minimum of 2 years of working with dry-land production agriculture farm or farmers, and ability to manage multiple, diverse issues with a proven commitment to land stewardship on private lands required.

Required knowledge, skills, and abilities:

- Team player who values building partnerships and a non-regulatory approach to natural resource conservation activities, including a proven commitment to agriculture and land stewardship.
- Familiarity with dry-land production equipment and management, direct seed cropping systems, precision agriculture, and how to build healthy soil.
- Familiarity with current conservation issues facing local landowners and operators in the region.
- Ability to learn Farmed Smart Sustainable Agriculture certification criteria, NRCS RUSLE model, Soil Tillage Index Rating, and NRCS EQIP and CSP programs.
- Demonstrated ability to work effectively with diverse groups and individuals.
- Demonstrated organizational skills and the ability to multi-task effectively.
- Equipped to communicate and help farmers understand the value of conservation programs, precision agriculture and direct seed cropping systems that fit their operation's objectives.

- Personable with excellent communication and interpersonal skills (both written and verbal), skills in public relations, negotiation, coordination, and diplomacy.
- Collaborative approach to solving problems with partners, understanding and incorporating multiple agencies' and partners' perspective in the solution.
- Must be able to adapt and understand how technical requirements and research data pertain and support real-life conservation and agriculture applications, and communicate this information to farmers to help them enroll and adopt conservation practices.
- Proficient computer skills including: Microsoft Word, Excel, PowerPoint, Access, web-based applications.
- Ability to meet deadlines, attend meetings and travel as needed through the Palouse River (WRIA 34) watershed.
- Must be able to hike for extended periods, carry equipment over rough terrain, at times in inclement weather conditions.

Preferred knowledge, skills and abilities:

- Bachelor's degree in agriculture or a related field.
- Certified Crop Advisor or ability to become Certification Crop Advisor.
- Certified Conservation Planner.
- 3-5 years of working with dry-land production agriculture farmers/farms.
- Working knowledge of local, state, and federal conservation programs through Farm Service Agency or Natural Resources Conservation Services currently available to landowners such as EQIP, CRP, CREP, etc.
- Familiarity with watershed management, with an emphasis on streams and riparian zones.
- Experience with GIS and prescription zone maps.
- Available and dependable transportation.

Compensation: Salary range is \$42,399-\$55,116 (depending on experience). Retirement, paid holidays, plus vacation and sick leave. Medical insurance provided.

Employment Classification: Regular; Full-Time, At-Will. CA&FS Coordinator is funded for up to 5 years on grant based funding and position will continue if additional grant funding and or financial support can be obtained.

All programs and services of the Palouse Conservation District are offered on a nondiscriminatory basis, without regard to race, color, national origin, religion, sex, marital status or disability.