



PALOUSE CONSERVATION DISTRICT

The Palouse Watershed **Conservation Planner** serves to conduct conservation planning to assist landowners with their conservation goals for improving conservation through voluntary conservation practice implementation. The Palouse Watershed **Conservation Planner** will work closely with local landowners, coworkers, conservation partners, and others to develop and implement voluntary conservation plans specific to each operator/landowner's needs. Requires excellent communication skills in working with private landowners in a non-regulatory environment, along with knowledge of conservation planning, practices and conservation practice implementation. Reports to the Palouse Conservation District Conservation Partnership Manager.

Requirements: Associate's degree in natural resources, agriculture, environmental science or closely related field and minimum two years' experience working in conservation planning or project management for conservation practice implementation. 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 \$35,662-\$45,057 (DOE) plus full benefits package. View complete job description below.

*Send resume & cover letter addressing required qualifications to:
Conservation Planner Search*

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

or

laurah@palousecd.org

*Review begins **March 13, 2017**. Open until filled.*

Position Description for Palouse Watershed Conservation Planner

The primary purpose of the Palouse Watershed **Conservation Planner** position is to conduct conservation planning to assist landowners with their conservation goals for improving conservation through voluntary conservation practice implementation. The Palouse Watershed **Conservation Planner** will work closely with local landowners, coworkers, conservation partners, and others to develop and implement voluntary conservation plans specific to each operator/landowner's needs. The Palouse Watershed **Conservation Planner** will be an integral team member of the Palouse Watershed Implementation Partnership, working to help the Partnership achieve 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 landowners and operators to help them achieve eligibility for conservation programs and certifications, as well as assisting with conservation practice implementation.

The Palouse Watershed **Conservation Planner** is an advocate for natural resource conservation through conservation planning and conservation practice implementation.

The Palouse Watershed **Conservation Planner** will be responsible for duties including

the following: conservation planning; conservation practice implementation; participation in Palouse Watershed RCPP outreach programs; training with Partnership entities; and other duties as assigned.

Duties and Responsibilities

Understand and promote the RCPP, Palouse CD 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 certification. Closely coordinate between Palouse CD Conservation Partnership Manager, Coordinators, and RCPP partners for assignments and planning.

Develop custom resource management plans for cooperators using their goals and existing resources to address known natural resource concerns.

Collect soil, water, plant, and other natural resource samples as project requirements dictate and conduct necessary analyses of natural resource data.

Independently plan, organize, and coordinate the implementation of natural resource enhancement projects.

Provide technical services, advice, and information to private landowners and land managers to improve natural resource condition in a voluntary manner. 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, direct seed cost share programs, or livestock operations.

Work cooperatively with landowners and coordinating agencies to effectively implement assigned grant program requirements.

Communicate project activities to co-workers, granting agencies, PCD Board, project partners, and the community.

Enhance public awareness and knowledge of the value of healthy natural resources, and the need to maintain diverse, productive, and sustainable watersheds, as part of the Partnership's overall technical assistance program.

Coordinate report writing, including quarterly and final grant reports for assigned projects.

Provides general technical assistance and information as needed to the public.

May periodically be called upon to supervise staff and/or volunteers.

Performs other duties as assigned by supervisor.

All duties and actions taken by the incumbent of this position while on official duty will be performed in a safe and healthful manner and will be of a nature to reflect favorably on the Palouse Implementation Partnership.

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

Work with multiple programs, supervisors, and deliverables.

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 Watershed Conservation Planner. The Palouse Watershed Conservation Planner is also responsible to the Director and Board of Supervisors. The Palouse Watershed Conservation Planner will also coordinate with Palouse Watershed Implementation Partners.

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 natural resources, agriculture, environmental science or closely 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 livestock and dry-land production agriculture farm or farmers, riparian

buffer planning and implementation, 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.
- Knowledge and skill in water quality standards and criteria for watershed health, riparian restoration, and ecosystem function.
- Knowledge and skills in livestock management, grazing practices, irrigation practices, rotational grazing and riparian management.
- Knowledge and skill in riparian function and restoration processes to improve water quality and aquatic habitat.
- Knowledge of local plant communities and ecology.
- 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.
- Knowledge of a broad range of soil and water conservation principles, techniques, methods and practices to apply and install conservation systems, which involve complex and diverse land uses.
- Ability to import data, analyze data sets, and develop maps and other graphical depictions of conservation values and plans using ArcGIS.
- 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.
- Ability to organize and plan own schedule of activities related to work goals set by the Conservation Partnership Manager, Coordinators, and Palouse Watershed Implementation Partners.
- 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 natural resources, agriculture, environmental science or closely related field.
- Certified Crop Advisor or ability to become Certification Crop Advisor.
- Certified Conservation Planner.
- 3-5 years of working with riparian restoration, livestock management and 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.
- Available and dependable transportation.

Compensation: Salary range is \$35,662-\$45,057 (depending on experience). Retirement, paid holidays, plus vacation and sick leave. Medical insurance provided.

Employment Classification: Regular; Full-Time, At-Will. Palouse Watershed Conservation Planner 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.