Job Announcement:

Soil Health Conservationist – Full Time

The Kanabec Soil and Water Conservation District (SWCD) Soil Health Conservationist position is responsible for on the ground activities that improve the natural resources of Kanabec County. This individual will be responsible for promoting sustainable land management practices aimed at conserving natural resources, improving soil health and water quality. This role involves collaborating with farmers, landowners, and community stakeholders to implement conservation strategies and provide education and outreach activities related to soil health principles. This position will provide expertise and support to the Kanabec SWCD through the planning and implementation of conservation practices that have a soil health emphasis.

A main component of the position will be reaching out to landowners and discussing their goals related to soil and water conservation. This job will include site visits conducted with individual landowners/operators to discuss conservation.

Kanabec SWCD Mission:
The Kanabec Soil and Water Conservation District is dedicated to promoting the wise and sustainable use of our land and water related resources; to work with and empower landowners and groups on conservation options; work in partnership with other agencies; educate the public, provide technical assistance, administer state programs and serve as a county wide soil and water conservation and natural resource information and referral center.

Soil Health Conservationist – Position Description  Date Approved: 5/15/2024

POSITION SUMMARY:
This Kanabec SWCD Soil Health Conservationist position will lead in soil health outreach / education and the promotion of soil health practices for installation. They will also provide technical assistance to landowners on a wide variety of conservation practices. The Soil Health Conservationist has the privilege of working closely with landowners in solving their resource concerns as well as addressing the resources’ conservation needs. Building relationships with landowners and partners are crucial to this position. The Soil Health Conservationist experiences the joy of working with landowners through a project from start to finish. Overtime, skills and expertise are developed specific to the variety of conservation practices seen in Kanabec County. This position works independently, in a team environment and in coordination with other conservation professionals and partners. Through this team effort, better water quality, more protected and restored natural resources are the ultimate goals. The main duties include addressing our local resource concerns by utilizing private, non-profit, local, state and federal resources. This position provides technical assistance under policies established by the Kanabec Soil and Water Conservation District; coordinates and administers conservation programs. The specific duties of this position will change, as the needs of the SWCD change, adaptability is key.
TYPICAL DUTIES:

a) Coordinate with landowners in planning conservation measures for their property to meet soil and water quality protection and landowner goals. The predominant soil health practices will include cover crops, crop rotation, crop residue management and associated prescribed grazing practices.
b) Coordinate various local, state and federal conservation programs and grants as assigned.
c) Leads in coordinating and providing technical assistance in the rental use of our no-till drill.
d) Assist in delivering educational programs in Kanabec County. A few examples include field days, demonstration events and press releases.
e) Promotes soil health principles and soil building conservation practices in partnership with others. This may involve the collaboration in the formation of a landowner led council working toward a common goal of increased water quality.
f) Collaborates in grant progress reporting through e-LINK, an online reporting portal.
g) May support our organization in writing grants from various sources.
h) Land owner contacts and communications, including phone calls, follow-up and written correspondence (via. letters and e-mail) as needed to coordinate planning, contracting, design and project implementation.
i) Contributes to the follow-up on completed projects as required by the Board of Water and Soil Resource (BWSR).
j) Assist or coordinate other assigned duties from the District Manager.

MINIMUM QUALIFICATIONS:

a) A combination of four years of work experience and/or education in Agronomy, Soil Science, Agriculture, Natural Resource Management, Soil Health, Environmental Studies, or a closely related field.
b) Ability to work and communicate effectively with landowners and partner agencies.
c) Knowledge of soil health principles and how conservation practices will lead to increased soil health.
d) Ability to multi-task in an office setting.
e) Familiar with common agricultural practices.
f) Writing, photography and design skills as needed to produce materials for public outreach and education for promoting conservation practices and programs.
g) Leads in the promotion and enrollment of ag. producers into the MN Ag. Water Quality Incentives Program (MAWQCP). Collaborates with a partnering SWCD in this work.
h) Ability to acquire Practice Job Approval Authority (JAA) or Planning Certification from the Natural Resources Conservation Service (NRCS).
i) Able to follow instruction, manage multiple projects, adapt to changing job duties and/or responsibilities such as new or innovative projects/programs.
j) Work independently and as a part of a team.
k) Must be self-motivated with the ability to multi-task, be extremely organized and detail oriented, and serve as a positive, professional example to colleagues and constituents with regards to workplace actions, attitude, decision making, and adherence to policy.
l) The ability to work with little direction, manage multiple projects and maintain a high level of efficiency.
m) A vehicle and a valid Minnesota Drivers’ License as personal vehicle may be used at times to complete job duties.
n) Successfully pass a security background check.
o) Strong organizational skills, interpersonal and communication skills, both written and verbal, with attention to detail. Pre-planning and goal setting skills are needed to ensure deadlines are met.
p) Knowledge or experience in the following computer software programs: Word, Excel, ArcGIS, Outlook and Power Point. Ability to proficiently use mobile devices such as tablets and GPS units.
q) Adheres to Kanabec SWCD policies.
r) Ability to ensure safety of self, co-workers and clients.
s) May involve evening and weekend duties and meetings.

PREFERRED QUALIFICATIONS:
a) Knowledge or familiarity with of various state and federal conservation programs.
b) Preferences may be given to candidates with position appropriate certifications or authority, such as a Certified Crop Advisor (CCA) or Practice Job Approval Authority (JAA) or Planning Certification from the Natural Resources Conservation Service (NRCS).
c) Ability to contribute innovative ideas in conservation projects and marketing.
d) Skills in conducting meetings and educational workshops to facilitate the exchange of information and ideas, confirm decisions, and produce written meeting minutes.

WAGES AND BENEFITS:

OVERTIME STATUS:
This position is classified as a non-exempt employee.

POSITION LOCATION:
Kanabec SWCD – 2008 Mahogany St Ste 3, Mora MN 55051
Telework agreements available for partial time.

SUPERVISION: This position is under the direct supervision of the Kanabec SWCD District Manager. Performance of each duty and assigned responsibility will be evaluated by the District Manager.

TO APPLY:
Applications can be found on the website: www.KanabecSWCD.org
Please, submit applications by July 12, 4:30 pm.
Resume and cover letter are optional.
Submit an application via. email or mail to Deanna Pomije.
Questions: Deanna Pomije, Deanna@KanabecSWCD.org or (320) 216-4241
Via mail: 2008 Mahogany St. Ste. 3, Mora MN 55051.
On this website you will also find a detailed summary of the offered benefits and a veteran preference application.

PHYSICAL JOB REQUIREMENTS AND WORKING CONDITIONS:
Stooping, kneeling, balancing, crouching, reaching, standing, carrying, lifting, grasping, talking, hearing and seeing may all be required. Some of these activities may be required on a repetitive basis. Lifting requirement is 50 pounds on an occasional basis; 10 pounds on a more frequent basis. This position requires walking on various types of terrain.
The position requires exposure to all weather outdoor conditions such as prolonged walking over rough terrain. There may be exposure to deep water, snow and icy conditions. May work around large earth moving or tillage equipment, herbicide and chemical spray operations; which require safety precautions. Protective gear and clothing such as hard hats, boots, and gloves may be necessary.

EQUAL CONSIDERATIONS:
The Kanabec Soil & Water Conservation District is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the SWCD will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.