



JOB ANNOUNCEMENT

Position Title: Natural Resources Specialist/Soil Conservationist

Purpose & Role:

Glacierland Resource Conservation & Development (Glacierland RC&D) is seeking three Natural Resource Specialists/Soil Conservationists to work in partnership with the USDA Natural Resources Conservation Service (NRCS) to collaborate with NRCS Field, Area, and State Office staff, along with partnering units of government and organizations, to promote, accelerate enrollment, and coordinate and implement the conservation provisions of the Farm Bill. The incumbent will be an employee of Glacierland RC&D and will receive daily guidance from local NRCS staff.

These positions will be based in the USDA/NRCS Offices in Appleton, Luxemburg, and Manitowoc, Wisconsin. Limited telework flexibilities are afforded to these positions based on experience and work duty requirements.

The NRCS agency is responsible for technical and financial assistance to landowners and operators for implementation of soil and water conservation practices and will provide conservation technical assistance to landowners, groups, and units of government.

The Natural Resource Specialists/Soil Conservationists will be responsible for a variety of duties which assists NRCS District Conservationists and Area Staff Specialists in developing and carrying out a coordinated natural resources conservation program that is tailored to customers' needs and meets USDA and NRCS requirements.

The funding for this position is provided through a cooperative agreement for a two-year term. Position duration may extend beyond 2 years, dependent upon funding availability.

Duties:

Provides technical assistance to private landowners (i.e. individual farmers), local government bodies, tribal entities, state and Federal agencies, and the general public in the development, application, and maintenance of a coordinated natural resources conservation program.

Works with farmers and other landowners to develop conventional conservation plans addressing natural resource concerns; provides information concerning Farm Bill conservation programs; and develops conservation contracts according to the NRCS Conservation Program Contracting Manual. Performs on-site inventory and evaluations; recommends and assists in conducting necessary preliminary surveys; and provides recommendations for feasible practices to solve resource concerns. Recommends conservation practices to farmers which help control erosion and conserve soil and water.

Utilizes NRCS computer software such as Conservation Desktop, Conservation Assessment Ranking Tool, ProTracts and ArcGIS for the development and management of conservation plans and technical assistance.



Performs informational duties such as writing stories and news articles, giving talks at meetings; participating in conservation demonstrations; conducting conservation field tours; staffing NRCS and Glacierland RC&D displays at various outreach events, and conducting outreach and attending meetings as a Glacierland RC&D representative.

Assists with administrative office duties including filing, copying, mailing, payment processing, and record keeping.

Performs other related duties as assigned.

Required Skills:

Ability to communicate clearly and effectively with agricultural producers with a focus on understanding their goals and objectives for their property.

Knowledge of soil conservation, agronomy, natural resource conservation, and ability to utilize planning tools in the development of conservation plans.

Ability to work independently with limited supervision and with diverse clientele.

Strong commitment to quality customer service with landowners and partners.

Knowledge of USDA Farm Bill conservation programs.

Excellent verbal and written communication.

Strong organizational skills.

Ability to work outdoors and traverse variable landscapes in all weather conditions.

Valid driver's license required; some use of personal vehicle required (mileage reimbursement provided).

Able to obtain USDA Federal Security Clearance.

Education Requirement:

Bachelor's degree in soil science or related agricultural or natural resource discipline such as agronomy, land management, forestry, agricultural education, or agricultural engineering.

Education Preference:

Bachelor's or advanced degree in soil science or related agricultural or natural resource discipline such as agronomy, land or environmental management, forestry, agricultural education, or agricultural engineering with study including 30 semester hours in a natural resource or agricultural field, including at least 12 semester hours in a combination of soils and crops or plant science. Of the 12 semester



hours, a minimum of 3 semester hours must have been in soils and 3 semester hours must have been in crops or plant science.

Experience Preference:

Preference will be given to candidates with work experience in conservation planning.

Compensation:

Salary - \$22.45/hr. to \$27.46/hr. Starting wage will be at the base rate of \$22.45 plus an increase for each year of equivalent work experience.

Fringe Benefits: Medical benefits.

Leave Benefits: Holidays, vacation time, and sick time.

Application Requirements: Submit a cover letter, resume, three professional references, and college transcripts.

Application Deadline: October 9, 2023

Submit Application Package as pdf file(s) to: office@glacierlandrccd.org

For Questions About This Position or Application Process: contact Kari Divine at (920) 465-3006 or office@glacierlandrccd.org.

Anticipated Start Date: November 13, 2023 or TBD