



## SAND COUNTY FOUNDATION JOB DESCRIPTION

Position Title:	Agricultural Soil and Water Data Specialist
Department:	Agricultural Conservation Team
Location:	Sand County Foundation—Madison, Wisconsin or U.S. Remote Option
FLSA Status:	Exempt, Salaried
Employment Status:	Regular, Full-Time

### ORGANIZATION OVERVIEW

Sand County Foundation (SCF) is a national nonprofit working at the intersection of agricultural and environmental improvement. We research and demonstrate conservation strategies that make economic sense for landowners, and advance conservation policy improvements. Our Leopold Conservation Award program recognizes and promotes the stories of conservation-minded farmers and ranchers to inspire other landowners. More than 50 years ago, SCF was built on the core ideas encouraged by Aldo Leopold, America's foremost conservation thinker. Leopold inspired private landowners to adopt what he called a land ethic—a moral responsibility to treat land, water, and wildlife with respect. Today, as most of the land in the contiguous 48 states is managed by farmers, ranchers and forestland owners, SCF is inspiring a growing number of them to ethically manage the natural resources in their care.

### POSITION SUMMARY

The person hired for this challenging and rewarding new position will provide technical support—both in the field and at the computer—for SCF's Agricultural Conservation team's projects. We manage a diverse project portfolio with efforts supported by both private and public grants, which supports an energizing and dynamic work experience. Our on-farm projects that have kicked-off over the past couple years have generated a rich dataset, ready to be explored by someone driven by a curiosity for learning. An emphasis of this position includes modeling scenarios and running statistical analyses to evaluate the environmental and economic benefits of conservation adoption, setting up in-field demonstrations to collect relevant agronomic data, and developing publications to share outcomes with a diverse audience. This person will have the opportunity to coordinate and implement innovative research and demonstration projects by working with watershed or conservation coordinators, farmers or ranchers, local agencies, and non-governmental partners. The person hired will report to the Vice President of Agricultural Research & Conservation, but will have the opportunity to interact with all SCF personnel, including outside partners, board members, and project funders.

### DUTIES AND RESPONSIBILITIES

1. Conduct agricultural modeling efforts to quantify and scale-up environmental (soil, water, carbon) metrics associated with conservation implementation.
2. Design sampling protocol and collect on-farm samples for agricultural conservation demonstration projects.
3. Compile, summarize, and interpret field data to assess outcome metrics for ongoing SCF soil health, performance-based conservation, and regenerative agriculture projects.
4. Discuss the implications of project results with farmers/ranchers, agricultural advisors, private partners, and governmental agencies (local, state, and federal).
5. Deliver presentations, coordinate field days, and develop publication material to communicate and scale up the impact of project findings across a diverse audience.
6. Identify and promote conservation strategies that improve management of soil, water, and wildlife on private lands.
7. Provide input and direction on the development of innovative and relevant research and demonstration projects.
8. Maintain effective communication with all cooperating partners to meet deadlines and reporting requirements.
9. Uphold commitment to SCF principles, mission, and objectives.
10. Complete other duties and tasks as assigned.

## **ESSENTIAL QUALIFICATIONS**

1. Advanced degree in an agricultural or soil and water resources related field.
2. Thorough knowledge of and experience in agriculture and conservation, including applied field sampling and data collection techniques.
3. Proven analytical experience, beyond the classroom, applying software for geospatial assessments and mapping (e.g., ArcGIS), modeling agricultural sediment and nutrient loss, and conducting field sampling and data assessment.
4. Proficient oral and written communication and presentation skills; able to effectively disseminate project goals and outcomes with a variety of stakeholders and audiences.
5. Ability to plan and achieve goals, think analytically and solve problems, along with a strong drive for achieving measurable land and water outcomes.
6. Devoted team-player and ability to work in a collaborative environment, cooperating on multiple projects while meeting goals and producing high-quality, timely deliverables.
7. Independent and driven researcher exemplified by attention to detail, a high level of integrity, and constant perseverance.
8. Enthusiasm and passion for the mission, goals, and core values of SCF.
9. Willingness to travel to project sites and meetings, with approximately 10% overnight travel. Valid driver's license required.
10. Candidates must be authorized to work lawfully in the US.

## **PREFERRED QUALIFICATIONS**

1. Experience navigating local, state, and federal (i.e., Farm Bill) conservation programs and initiatives.
2. Demonstrated experience and comfort communicating one-on-one with farmers, ranchers, and/or foresters.
3. Proven ability to recognize and develop innovations that advance conservation and agronomic outcomes.

## **DIVERSITY AND INCLUSION**

SCF is an equal opportunity employer committed to being a diverse, equitable, inclusive, and anti-racist workplace. We are committed to creating a workplace where people from all social identities and backgrounds feel welcome and can thrive. We believe that rich diversity makes us more innovative, competitive, and creative, which helps us better serve our sponsors, collaborators, and communities.

## **COMPENSATION**

SCF offers competitive compensation commensurate with experience and independently verified market comparables, and provides a generous benefits package. The anticipated salary for this position will range between \$65,000 and 85,000, based on the candidate's qualifications.

## **APPLICATION DEADLINE AND SUBMISSION**

Applications will be reviewed beginning January 23, 2023, but the position will remain open until filled. Submit a cover letter, resume or curriculum vitae, and contact information for three professional references to [apply@sandcountyfoundation.org](mailto:apply@sandcountyfoundation.org).

With this opportunity is the potential for growth; we encourage candidates to incorporate into their cover letter a statement explaining how their innovative ideas, personal strengths, and unique skillsets could be integrated into SCF's efforts to complement our mission and program goals. The cover letter is also an opportunity to summarize how past education or work experience fits within the stated essential and preferred qualifications. For specific questions regarding the position, please email Heidi Peterson, Ph.D., Vice President Agricultural Research & Conservation at [hpeterson@sandcountyfoundation.org](mailto:hpeterson@sandcountyfoundation.org).