



SAND COUNTY FOUNDATION JOB DESCRIPTION

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

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 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 engaging, new outreach position will lead SCF's Agricultural Conservation team's education and outreach efforts, specifically our Land Ethic Mentorship program for historically underserved farmers and ranchers. Our team manages a diverse project portfolio with efforts supported by both private and public grants, which encourages an energizing and dynamic work experience. As our programs grow, this person will strengthen our ability to inspire and empower a more diverse group of private landowners, nationally, to adopt a Land Ethic. We are seeking someone who will bring their passion and experience to advance the reach and impact of our work to further conservation knowledge-sharing among farmers and ranchers, agricultural advisors, and conservation districts. An emphasis of this position will be to coordinate education activities including field days and webinars; develop and nurture meaningful relationships with organizations that serve Black, Indigenous, and People of Color (BIPOC) and other minority agricultural communities; identify research priorities and knowledge gaps; and communicate project outcomes to a broad audience. The person hired will report to SCF's 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. Coordinate conservation-focused outreach events, both in-person and virtual, that appeal to agricultural stakeholders representing diverse backgrounds and cultures.
2. Generate innovative ideas and provide technical assistance on conservation planning and implementation to underserved farmers and ranchers.
3. Develop tailored presentations and publications to disseminate project goals and outcomes to targeted audiences.
4. Collaborate with SCF communication staff on project video production, social media posts, and webinars to amplify the reach of project outcomes and impact.
5. Identify strategies, opportunities, and quantifiable metrics to better integrate diversity, equity, and inclusion (DEI) into new and existing SCF and collaborator's projects.
6. Participate in meetings and events (local and national) to increase SCF's internal awareness of regional issues impacting private landowners (farmers, ranchers, and forestland owners), and also share SCF's lessons-learned from existing applied demonstrations and efforts.
7. Design and implement projects to identify opportunities to overcome social barriers to adopting conservation on private land.
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. Bachelor's degree, or commensurate experience, in an applied agricultural or natural resource related field, such as agricultural education, agronomy, environmental planning, soil science, or crop science.
2. Experience working closely with and facilitating discussions between individuals and organizations from diverse backgrounds and cultures.
3. Proficient oral and written communication and presentation skills; able to effectively disseminate project goals and outcomes with a variety of stakeholders and audiences.
4. Demonstrated ability to plan and achieve goals, think analytically to solve problems, and identify measurable outputs and outcomes that result in an impactful project.
5. Competence cultivating trusted relationships with farmers or ranchers, non-operating land owners, and agricultural advisors.
6. Exemplified emotional intelligence in leadership including attention to detail, high levels of patience and perseverance, and the ability to use diplomacy to diffuse difficult situations among project partners and stakeholders.
7. Devoted team-player and ability to work in a collaborative environment, cooperating on multiple projects while meeting goals and producing high-quality, timely deliverables.
8. Enthusiasm and passion for the mission, goals, and core values of SCF.
9. Willingness to travel to outreach events, including field days, with approximately 10% overnight travel.
10. Candidates must be authorized to work lawfully in the US.

PREFERRED QUALIFICATIONS

1. Master's degree, or commensurate experience, with a publication record that incorporates the social sciences.
2. Experience coordinating and hosting agricultural events including workshops, field days, and webinars.
3. Familiarity with local, state, and federal (i.e., Farm Bill) conservation programs.
4. Demonstrated ability to recognize and develop innovations that overcome barriers to conservation adoption.
5. Proficient at speaking, reading and/or writing in multiple languages (bilingual).

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 80,000, based on the candidate's qualifications.

APPLICATION DEADLINE AND SUBMISSION

Applications will be reviewed beginning April 18, 2022, 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.

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.