



GLENN COUNTY

RESOURCE CONSERVATION DISTRICT

VACANCY ANNOUNCEMENT FOR SOIL HEALTH & CONSERVATION PLANNER

REVISED 1.8.2020

Since 1960, formerly known as the Elk Creek Soil Conservation District, the Glenn County Resource Conservation District (RCD) has engaged farmers, ranchers and the community in protecting our resources through a variety of educational and outreach programs. The RCD is organized under the California Public Resources Code, Division 9, a Special District of the State, and is led by a seven-member, volunteer Board of Directors appointed by the Glenn County Board of Supervisors. The RCD is a dynamic not-for-profit entity, with staff who implements the Board of Director's Annual Plan and Long Range Plan to address resource concerns and opportunities. The RCD's Mission is "*To promote a sustainable, economically healthy county through services and management of natural resources while maintaining a desirable environment and addressing local resource issues and opportunities in a timely manner*". To achieve this mission, the RCD has a variety of projects through grants, contracts and special enterprise projects. The RCD works closely with private landowners and land managers, the community, schools, local, state and federal agencies, and is very much partnership focused.

The RCD is currently accepting applications for a new Soil Health & Conservation Planner position. The position is currently part-time with the potential to become full-time. The position is a Non-Exempt temporary position which is contingent upon available funding.

This position, based at the USDA Service Center/Glenn County RCD, 132 North Enright Avenue, Suite C in Willows, California 95988, is in the heart of the Sacramento Valley, Northern California. Mendocino National Forest makes up the western side of Glenn County with the Sacramento River on its eastern side; agriculture and the Sacramento National Wildlife Refuge fill the middle with a variety of landscapes to work in.

GENERAL JOB DESCRIPTION:

Glenn County RCD is looking for someone experienced in agriculture to develop carbon farm plans and support regenerative agriculture projects with on-the-ground knowledge of conservation management practices, implementation of those practices and reporting to track progress. This position must be able to build trust, communicate with farmers and ranchers successfully, assess the landscapes, offer a suite of conservation management practices and creative ideas, ultimately, leading the efforts of building a farm / ranch plan with maps, charts, and written form with those interested. This must be performed with confidence and to support the direction of where the farmer / rancher would like to see their operation with soil health, Green House Gas (GHG) reduction and carbon sequestration and more in mind. This position will also actively promote, facilitate applications, agreements / invoicing / reporting, implementation and ensure successful final reporting of local, state, or other cost-share funding opportunities for farmers / ranches.

The Glenn County RCD's Soil Health & Conservation Planner reports to the Executive Officer and is responsible for ultimately assisting in the RCD's business consistent with the strategic plan, goals and objectives, and policies and procedures of the RCD. The position requires an ability to work as part of a team but primarily will be working independently to complete duties. This position must have the ability to work flexibly within a set of wide-ranging and often changeable tasks.

QUALIFYING SKILLS:

- Bachelor's degree, or equivalent education and experience in agronomy, ecology, soil health, crop sciences, plant physiology, land planning or something similar.
- Experience in the development and implementation of Conservation Plans, farm management plans or planning for natural resources management.
- Experience with agricultural production commonly found in the Sacramento Valley.
- Experience with use of regenerative agricultural and/or USDA-NRCS practices to support soil health, Green House Gas (GHG) reduction and carbon sequestration.
- Ability to observe farm systems and prescribe optional practices that create ecological health.
- Preferred GIS and Map Making experience and programs.
- Strong customer service and partnership building skills.
- Strong verbal and written communication skills.
- Ability to offer education to multiple groups and schedule presentations / activities accordingly.
- Organized and detail oriented.
- Ability to write and develop project reports, correspondence and other written materials.
- Knowledge and experience working with computers. Ability to type, email and use Microsoft Office programs.
- Knowledge and experience using standard office equipment, including copier, phone system, and special equipment as needed.
- Ability to interpret and follow rules and regulations.
- Ability to lift up to 40 pounds.
- Valid CA State driver's license and proof of insurance.

DUTIES:

1. Implement project deliverables for the Glenn County RCD; in particular, tasks in grant agreements received from CDFA Healthy Soils Program, a foundational grant, etc.
2. Facilitate and write carbon farm plan(s) with farmers / ranchers to assess all the opportunities for Green House Gas (GHG) reduction and carbon sequestration.
3. Project management for implementation of carbon farm plans.
4. Promote, facilitate farmer / rancher applications, agreements / invoicing / reporting, implementation and ensure successful final reporting of local, state, or other cost-share funding opportunities.
5. Assist with grant / agreement proposal development, preparation and project / program implementation.
6. Assist with the RCD's outreach and educational activities, including production of materials (newsletters, pamphlets, surveys, etc.) and special events (workshops, etc.) to promote program.
7. Participate at monthly Board meetings and Committee meetings as needed, including preparing agenda packets for project updates, and complying with all Brown Act rules and regulations.
8. Assist with program annual budget, revenue and expense reporting, financial forecasts, audits, or any other information related to financial record keeping of projects.
9. Ensure that statutes and government rules and regulations pertaining to or affecting RCD operations are followed.
10. Other duties as assigned by the Executive Officer.

WAGE: Between \$20.00 per hour and \$27.00 per hour depending on qualifications and experience or as grant agreement funding allows.

BENEFITS: According to policy.

APPLICATION PROCESS / INSTRUCTIONS: Send 1) a cover letter, 2) a resume and 3) a list of at least three work references to the following mailing address or Executive Officer's email found at www.glenncountyrcd.org. Please include your desired number of hours worked per week within your cover letter.

If applying through Indeed.com be sure to attach ALL 1-3 items to your complete application.

Applicants that do not submit ALL items 1-3 will not qualify nor advance to the next step in the process of filling the position.

**Glenn County Resource Conservation District
Attn: Kandi Manhart, Executive Officer
132 North Enright Avenue, Suite C
Willows, CA 95988**

EMAIL: kandi@glenncountyrcd.org

DEADLINE: This position is open until filled. However, this screening deadline is:

[APPLICATIONS DUE By Noon, January 24, 2020.](#)

The selection process may consist of but is not limited to an evaluation of the applicant's qualifications and one or more interviews. Special writing assignments, computer skill tests, mock grant applications or something similar may be included as part of the interview process. Any part of the selection process, including a decision to hire, may be modified or canceled to meet the needs of the Glenn County RCD.

The Glenn County RCD is an equal opportunity provider. It prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, sex, marital status, religion, sexual orientation, gender identity and expression, genetic information, political beliefs or activities, veteran status, reprisal, or because all or part of an individual's income is derived from any public assistance program.