



# Conservation Technology Information Center Job Announcement 3 Soil Health Specialists – Remote Minnesota, South Dakota, Wisconsin

CTIC is seeking applications for three (3) full-time, exempt Soil Health Specialist positions who will work remotely, one in each state of Minnesota, South Dakota and Wisconsin. If you thrive working directly with farmers and are passionate about soil health and supporting farmers in their ongoing effort to improve the economic and environmental stewardship of their operations AND you want to be a part of a small and dynamic team, this is the ideal position for you.

**Application Deadline: 5 p.m. CDT on May 12, 2023**

**Preferred Start Date: June 1, 2023**

**Primary Position Responsibility:** The Soil Health Specialists will provide individualized technical assistance to farmers on best management practices for adopting and scaling cover crops within their unique operation. This includes all aspects of support from helping promote and enroll farmers into the new Farmers for Soil Health cost-share program (administered by the National Fish and Wildlife Foundation), to making recommendations on cover crop species, establishment methods and termination strategies and options that together provide exceptional customer service and successful integration of cover crops within their cash crop enterprise. The Specialists will also conduct outreach efforts to raise awareness about the program and provide assistance with Measurement, Reporting and Verification.

These are new partnership-driven positions directly connected to the [Home - Farmers for Soil Health](#) – a collaborative effort of the American Soybean Association, United Soybean Board, National Corn Growers Association, National Pork Board and the United Soybean Board – which is working to increase cover crops to 30 million acres by 2030. Each Specialist will work closely with their respective state Soybean Association (South Dakota Soybean Association, Minnesota Soybean Growers Association, Wisconsin Soybean Association) and other partners such as University Extension, non-profits, Soil Health Coalitions, Department of Agriculture, Soil and Water Conservation Districts and CTIC members operating in these regions to maximize program awareness, referral opportunities and harnessing the value of a partnership driven approach.

#### **Essential Functions:**

- Provide ongoing agronomic and conservation technical assistance on how to successfully incorporate cover crops into a corn and soybean crop rotation with priority for on-farm consultations. Help participating farmers plan cover cropping systems in accordance with the relevant [state NRCS standard](#) for conservation practice code 340.
- Build strong relationships with soil health champions and other cover crop farmer leaders in your state.

- Increase farmer enrollment into the Farmers for Soil Health program, including Historically Underserved farmers, into the Signup Incentive Program and Transition Incentive Program
- Become knowledgeable about program eligibility requirements and enrollment platform. Support farmers during the eligibility determination, enrollment, data entry, and measurement, reporting, and verification tasks using the Farmers for Soil Health online platform. Participate in training sessions with DTN before enrolling farmers through the platform. Assist farmers in reporting their farm and tract numbers and self-certifying their [Highly Erodible Land and Wetland Conservation compliance status](#) in the online platform.
- Increase program awareness through networking and partnership coordination and leading outreach efforts at farmer-facing events and workshops including public speaking.
- Provide communication recommendations to CTIC and partners for reaching new farmers and providing visibility for success stories.
- Advise farmers about Marketplace Platform to connect to buyers of climate-smart commodities and opportunities for premiums and incentives.
- Become knowledgeable and provide referrals to other conservation programs and opportunities to support individual farmer-driven goals.
- Participate in cover crop training and technical assistance opportunities through the FSH lead education organizations (Soil Health Institute and University of Missouri Center for Regenerative Agriculture).
- Participate and receive additional training to stay on leading-edge of cover crop strategies.

#### **Required Education and Experience:**

- Bachelor's degree or higher in agronomy, soil science, environmental/natural resources or other agriculture related fields.
- Minimum of five years of experience working in agronomy or conservation.
- Proven knowledge of corn, soybean and other cropping systems and how cover crops can be successfully incorporated to complement the cash crop system.
- Past outreach and sales experience is beneficial.
- Established and impeccable track-record of project management, developing solid relationships and working with farmers and trusted advisors.
- Driver's license and ability to use personal vehicle for travel (with mileage reimbursement)

#### **Preferred Credentials & Qualifications:**

- Certified Crop Adviser (CCA) certification
- Farm background
- Use of social media for work-related objectives

#### **Travel/Location:**

- This position will be based remotely in the identified territory. As a remote employee, you are responsible for setting and maintaining your schedule. Requires up to 50% travel, a majority of which will be within your home state. Reimbursement at the current GSA rate for use of personal vehicle will be provided. Ability to work statewide is required, which will include

frequent travel outside the local area and some overnight travel. Very limited, but occasional travel may be in other states for trainings and collaboration with colleagues.

**Salary:** Competitive and commensurate with experience and education.

**Benefits:** CTIC provides an excellent benefits package, including 13 paid holidays, vacation (3 weeks at hiring), sick time; life insurance; short and long-term disability; health reimbursement account or medical insurance (100% for employee); Simple IRA (up to 3% match); cell phone stipend (\$60/month) and a dynamic, team-oriented work environment. Although the CTIC office is located in West Lafayette Indiana, the Soil Health Specialists will be remote in Minnesota, South Dakota and Wisconsin.

**How to Apply:**

Anyone with interest in applying for the roles should email (in a single file) an application package consisting of a cover letter, CV or resume and three professional references to [job-opportunities@ctic.org](mailto:job-opportunities@ctic.org) no later than **5 p.m. CDT on Friday May 12, 2023**. Please identify and prioritize in your cover letter which states you are interested in applying to work in. The anticipated start date for each position is early to mid June 2023. Questions about the role can be directed to the Executive Director, Ryan Heiniger, at [heiniger@ctic.org](mailto:heiniger@ctic.org)

**About CTIC:**

The Conservation Technology Information Center (CTIC) was formed in 1982 to support the widespread use of economically and environmentally beneficial agricultural systems. CTIC is a non-profit 501(c)(3) organization supported by leading agriculture and conservation companies from across the United States. CTIC is governed by a 19 member board [Board Members :: Conservation Technology Information Center \(ctic.org\)](#) CTIC has a long history of working to promote and scale the adoption of cover crops through [OpTIS Winter Cover :: Conservation Technology Information Center \(ctic.org\)](#) and [SARE/CTIC Cover Crop Surveys :: Conservation Technology Information Center](#) as two examples.

**CTIC Mission:**

CTIC champions, promotes and provides information on technologies and sustainable agricultural systems that conserve and enhance soil, water, air and wildlife resources, and are productive and profitable.