

**PHEASANTS FOREVER AND QUAIL FOREVER**  
**The Habitat Organization**

***JOB VACANCY ANNOUNCEMENT***  
**Agronomy & Conservation Specialist**  
**Southwest Minnesota - \*Remote Eligible\***

**Application Deadline: September 2, 2024**

**Anticipated Start Date: Flexible**

**Description:** In partnership with the Natural Resource Conservation Service (NRCS) and Pheasants Forever we are seeking a candidate who is motivated to build working relationships with farmers, associated agriculture advisors & consultants, and conservation partners. Working in southwest Minnesota to prepare farm management plans that integrate conservation, agriculture, technology, and economics. A goal of these farm management plans is to showcase alternative management practices that increase farm profitability and conservation opportunity. Examples of alternative management practices that have been used successfully in Minnesota include cover crops, diverse crop rotation, hay plantings, variable rate inputs, prairie and shrub plantings, and wetland restoration.

In this agronomist type position, you will be responsible for one-on-one farm site visits, identifying and evaluating marginally productive cropland using agriculture technology, making maps and plans to improve areas on the farm, identifying & presenting grants and cost share opportunities, and monitoring project success. Organizing and hosting workshops, field days, and other outreach efforts for public and professional audiences will further support farmer recruitment and is highly recommended. Building and maintaining professional relationships within the agriculture community is paramount.

You will be a Pheasants Forever and Quail Forever employee based out of a United States Department of Agriculture (USDA) Service Center with regular travel within a ten-county coverage area. Overnight travel will be required. The candidate will work from a USDA service center in the zone shown on the map. Priority will be given to candidates who are able to work out of the Renville, or St. James locations.

***\*Once the candidate is trained and working independently, telework is allowable up to fifty percent of the time or as negotiated between candidate and manager. During the training period, the candidate will need to report to their USDA office every day. \****

**Essential Job Duties:**

- Understand and relay how the use of economic information and precision data can be used to develop profitable conservation solutions on working lands.
- Lead in the recruitment of farmers interested in conservation solutions.
- Work cooperatively with Farm Bill Biologists to facilitate voluntary program identification, enrollment, and implementation.

- Possess a working knowledge of data collection, management and software platforms to conduct and interpret analyses of precision data and economic inputs to calculate Return on Investment (ROI) and profitability at a sub-field level.
- Increase coordination and efficiency in implementing voluntary conservation programs by fostering trust and credibility among farmers and the broader agriculture industry.
- Create and deliver education and outreach activities and events to promote voluntary conservation opportunities with agricultural producers and trusted advisor audiences.

**Required Knowledge, Skills and Abilities:**

- Initiative to make initial contacts, cold calls and develop new relationships using various methods.
- Self-motivated and able to work independently without direct supervision with diverse clientele.
- Customer relations and interpersonal skills, ability to communicate challenges and success with team members, supervisor, and partners.
- Demonstrated knowledge of modern farm equipment and techniques, technology, agronomic and conservation practices common to the region.
- Commitment to maintain high standards and address issues in a timely, professional manner.
- Experience with ArcGIS with the ability to import and export data, create, and edit shapefiles to create professional looking maps is preferred.
- Valid driver's license required; Use of personal vehicle required (mileage reimbursement provided);
- The ability to obtain USDA Federal Security Clearance.

**Education and Experience Guideline:** Applicants for this position should possess a bachelor's degree in Natural Resources or Wildlife Management, Precision Agriculture, Agronomy, Ag Systems Technology, Ag Business, or another related field. Candidates with an associate degree and two or more years of relevant experience will be considered.

**Starting Salary:** \$49,500 to \$57,500 Commensurate with experience + Health and Retirement Benefits (5% match) + student loan repayment program (see our benefits summary at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs)).

**To Apply:** Please combine your cover letter, resume and three (3) references as a single Word document or PDF file before clicking the blue 'Apply' button and then uploading to the "Resume" area of your application on our recruitment website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs). **Only online applications will be accepted.**

For questions, contact Josh Pommier, MN Private Lands Manager, at (320) 292-5860.

*Pheasants Forever, Inc is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.*