

PHEASANTS FOREVER AND QUAIL FOREVER

The Habitat Organization

JOB VACANCY ANNOUNCEMENT

Grasslands and Grazing Coordinator

Location: Cumberland Plateau of Tennessee (NRCS Area 3)

(Office space provided in, Sparta, TN USDA Service Center)

Application Deadline: June 21st, 2024

Start Date: August 2024

Overview: The Tennessee Quail Forever Grasslands and Grazing Coordinator will provide focused guidance to address state identified resource concerns in the currently established 26 county NRCS Area 3. The Cumberland Plateau Grazing and Grasslands Coordinator will work with local USDA service centers within the area. The partnership goal is to promote the installation of native grass/cover crop into successful production agriculture systems to improve forage, drought resistance, soil health, water quality, and wildlife habitat. The coordinator will work in joint capacity with partner agencies to promote, coordinate and implement conservation provisions of the Federal Farm Bill on private lands, with primary focus on the Environmental Quality Incentives Program (EQIP) and the Conservation Stewardship Program (CSP). Conservation delivery may also involve other relevant Farm Bill programs such as the Conservation Reserve Program (CRP) as well as state and local habitat programs and initiatives. General duties will include all aspects of grazing management planning, wildlife habitat planning, contract coordination, conservation plan writing, site assessment/eligibility determination, program promotion/outreach, landowner technical assistance, and reporting. This position will work to engage agricultural partners to meet common objectives, gain capacity for increased adoption of conservation principles that result in profitability for producers, conserve soil, and improve water quality and wildlife resources.

Specific Duties:

- Provide on-site technical assistance for conservation practice implementation (wildlife habitat/ promotion of perennial NWSG and forbs as forage) and guidance to private landowners, government agencies, non-government organizations, livestock grazing professionals and other groups for USDA NRCS conservation programs. Training provided jointly by NRCS and QF.
- Knowledge of, and/or practical experience with, agricultural operations with emphasis on livestock and grazing systems (i.e. summer forage solutions).
- Complete conservation plans, job sheets, wildlife habitat evaluation guides (WHEG) and other required documentation for the conservation programs requiring biological expertise in cooperation with the listed partners.
- Communicate program requirements, complete site visits to determine eligibility, and develop contract documents for applicants and participants of USDA-NRCS conservation programs and other local and state programs.
- Review plans and specifications for feasibility for implementation under Farm Bill program contract rules, etc.

- Accelerate conservation program enrollment by coordinating with partners and conducting outreach such as workshops, field days, grazing/hay schools, demonstration events, and habitat tours.
- Work with local QF chapters and other local partners to assist with habitat program education and outreach and provide technical assistance for regional habitat projects and participate in statewide habitat meetings.
- Facilitate the development of grazing systems utilizing best management practices (BMP's) approaches with partners.
- Implementation of 3-6 demonstration areas focused on NWSG and forbs on grazing NWSG and forbs in key locations throughout the 22-county area, including data collection to establish baseline Tennessee examples on weight gains, economics, forage quantity and quality, etc.

Desired Knowledge, Skills and Abilities:

- Ability to build trust and communicate clearly and effectively with farmers, ranchers, agricultural partners and other agencies is key to making this position successful.
- Ability to coordinate diverse stakeholder groups, identify common ground, develop strategy, and drive on-the-ground conservation results.
- Ability to work independently with little supervision and with diverse clientele. Must be a motivated self-starter with strong interpersonal skills.
- Knowledge of grazing systems, wildlife ecology, grassland, and early successional habitat management including the ability to utilize various habitat management tools in the development of grazing and wildlife management plans.
- Knowledge of conservation and wildlife habitat programs provided by federal (i.e. Farm Bill, US Fish and Wildlife Service), state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Ability to schedule, organize and participate in field days/special events to promote and demonstrate conservation grazing principles that are mutually beneficial to producers and the states natural resources.
- Ability to write, design and implement grazing plans per NRCS guidelines.
- Excellent verbal and written communication skills.
- Strong organizational skills, with demonstrated ability to manage demanding workloads.
- Proficiency with ArcGIS, GPS, *Microsoft Office Suite (Excel, Word, PowerPoint, Outlook, etc.)*
- Valid driver's license required; some use of personal vehicle required (mileage reimbursement provided).
- Must be able to obtain USDA Federal Security Clearance.

Education and Experience Preferred: A minimum requirement for this position is a Bachelor of Science Degree in Range Management, Agriculture, Wildlife Management or closely related natural resources field with a minimum of three years related experience. Proven experience working with USDA Farm Bill programs (CRP, CREP, ACEP, EQIP and CSP) is preferred. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands. A successful applicant must enjoy working with private landowners to achieve their objectives. Demonstrated interest, training, and experience in both grazing and wildlife is also ideal.

Starting Salary: \$50,000 + benefits

To Apply: Please combine your cover letter, resume and 3 references into a single Microsoft Word document or PDF file before clicking on the blue APPLY button at the bottom or upper right corner and uploading to the “Resume” area of your application. For a complete list of current job openings, visit our Recruitment website at www.quailforever.org/jobs (our benefits summary is also available here as well as attached).

If you have questions, please contact: Brittney Viers, Tennessee Quail Forever State Coordinator, (731)-358-1860.

Pheasants Forever, Inc and Quail Forever 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.

Attachments (1)

2024 Pheasants Forever Benefit Summary - Final.pdf