



## Iowa Agriculture Project Manager and Conservation Agronomist

### Who We Are:

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The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

### What We Can Achieve Together:

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The Iowa Agriculture Project Manager will work closely with the Iowa Agriculture Program Director to implement the Iowa Chapter's regenerative agriculture strategy through engagement with various partners - farmers, local/regional members of the agricultural sector, conservation partners, corporate, and government staff. As part of the agriculture team, you will develop and manage the implementation of complex multi-stakeholder projects across the agricultural landscape. This is a 3-year grant funded position (with the possibility of extension, based on grant funding). Anticipated amount of travel within the northwest Iowa project area (near Spirit Lake and Five Island Lake) will be up to 3 days a week, and anticipated amount of overnight travel will be a few times a year.

In this role, you will advance existing relationships with members of the agriculture sector and develop new partnerships to promote and increase the adoption of sustainable practices, including soil health and nutrient load reduction management in northwest Iowa. You will cooperate with public and private sector staff to develop farmer networks, target funds, and administer programs to increase participation and achieve high priority conservation outcomes in target geographies.

Through developing partnerships with a diversity of farmers and conservation partners, the Iowa Agriculture Project Manager will assist with the formation and administration of farmer-led networks, including member communication and tracking, field day and event planning, and development of marketing and outreach materials to amplify their success stories and create a culture of conservation among farmers. You will conduct farmer outreach that provides accurate and relevant agronomic information about soil health management systems in coordination with other local efforts to

implement programs and provide products and services that lead to improved water quality, soil health and agricultural sustainability.

### We're Looking for You:

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If you're looking for a career where you can find meaning and purpose, come join our Chapter as an **Iowa Agriculture Project Manager!** Not only will you fulfill conservation objectives in beautiful northwest Iowa, but you'll contribute to conservation goals through many networks!

We're looking for a **passionate, detail oriented, dedicated** person to join our Chapter and work within our Division. Excellent **relationship building and communication skills, ability to self-motivate, creatively problem solve, and to influence without authority** are key in this role. Come join TNC and apply today!

### What You'll Bring:

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- Bachelor's degree and 3 years' experience in agriculture, agronomy, natural resource management or similar field or equivalent combination of education and experience.
- Knowledge of current trends and practices in conservation and agriculture – especially nutrient management, soil health principles, and conservation drainage practices.
- Experience working with the agricultural community and/or on farm.
- Experience building relationships, convening, communicating and negotiating effectively with partners and stakeholders, i.e., farmers, land managers, agricultural retailers, media, government officials, internal scientists, etc.
- Experience completing tasks independently with respect to timeline(s).
- Experience managing complex projects, including managing finances, with a wide variety of partners, both internal and external with respect to timeline(s) to achieve optimal results.
- Experience using common software applications such as Microsoft Word, Excel, and Web Browsers, etc.
- Excellent communication skills via written, spoken and graphical means in English and other relevant languages.
- Valid driver's license and safe driving record.

### DESIRED QUALIFICATIONS

- 3-5 years' experience in agriculture, agronomy, natural resource management, similar field or equivalent combination of education and experience.
- A Certified Crop Advisor (CCA) certification or other agronomy/nutrient management certification, or willingness to obtain within first year of employment.
- Ability to interpret field data and communicate to non-scientific stakeholders.
- Ability and willingness to apply science to decision making and guide activities.
- Knowledge of state and federal conservation incentive programs including Farm Bill programs
- Experience building networks or organizational capacity, facilitating informational sessions, increasing knowledge internally and with key stakeholders.

## What We Bring:

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Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](http://nature.org/careers).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

## Additional Information:

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TNC also fosters an environment supportive of empowering our employees, amplifying an equitable workforce, and creating opportunities to participate in our nine Employee Resource Groups.

In alignment with the global organization, the Iowa chapter is making an intentional effort to creating a community of inclusivity and belonging through collaboration and feedback. We're committed to building a culture based on trust, transparency, empathy, and accountability. We value individuality and difference of backgrounds and ideas, and we encourage candidates of all backgrounds to apply.

## Salary Information:

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The starting pay range for a candidate selected for this position is generally within the range of \$55,000 – \$63,000 for annual base salary. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

## Our Competencies:

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<b>BUILDS RELATIONSHIPS</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
<b>COLLABORATION &amp; TEAMWORK</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
<b>COMMUNICATES AUTHENTICALLY</b>	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
<b>DEVELOPS OTHERS</b>	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
<b>DRIVES FOR RESULTS</b>	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
<b>LEVERAGES DIFFERENCE</b>	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
<b>SYSTEMS LEADERSHIP</b>	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

**The Nature Conservancy is an Equal Opportunity Employer.** Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to [applyhelp@tnc.org](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.

***For Internal Reporting:***

Job Title: IA Agriculture Project Manager  
 Job Family: Conservation  
 Internal Job Code: 450004  
 Salary Grade: 5  
 Status: Salaried  
 PeopleSoft Job ID Number: 55257  
 Date: June 2024