



Orleans County Natural Resources Conservation Districts

59 Waterfront Plaza Newport VT 05855 802-334-6090 x7008

Position Description

Position Title: Land Treatment Planner & Nutrient Management Specialist

Who we are: The mission of the Orleans County Conservation District is to protect and enhance the waters and working lands of Orleans County by providing leadership, education and services for implementation of sound land stewardship practices. This is done by working with our five member board of local landowners to coordinate available resources for promotion of natural resources conservation through education, conservation programs and technical services. Orleans County is home to about 200 dairy farms and is the state third largest livestock and milk producing county. We work with these farmers improve manure management and utilization to meet crop needs and protect surface or groundwater. We are non-regulatory subdivision of Vermont state government that functions much like a non-profit, which means that landowner engagement with the District is voluntary and incentive-based.

Job summary: OCNRCD is looking for an experienced and enthusiastic individual to join our team. The ideal candidate will possess technical knowledge and/or work experience in agriculture and natural resources management to provide support to landowners. The bulk of the work will be assisting with the development and maintenance of a land treatment and nutrient management plans to help livestock producers meet the Required Agricultural Practices (RAPs) and adapt best management practices (BMPs) to their operations. This includes conducting field and farmstead assessments, assisting producers with soil and manure sampling, manure application calibration, use of tools for assessing nutrient management and working with farmers on updating their GoCrop™ accounts. This position is grant funded and is under the general supervision of the OCNRCD Manager. Incumbent will also be working to increase conservation district operational functions, financial sustainability, community engagement and coordination with NRCS and other partners.

Minimum Qualifications: This dynamic position offers an exciting opportunity to work in with some of the best of what Orleans County has to offer, beautiful working landscapes and wonderful dairy farmers! The qualified applicants will have a bachelor's degree in agronomy, agricultural sciences, environmental sciences or a related degree with 3-5 years of work experience. Ideal candidate will have knowledge of current water quality issues in Vermont, have hands on experience working on farms, be comfortable with agricultural equipment, map making and have at least a basic understanding of nutrient management on dairy farms; will be highly motivated, flexible, able to work independently and as a team player, have excellent communication, organization, administrative, and project management skills; and experience with grants administration and record keeping is preferred.

It is essential for the person occupying this position to pass a federal background check to be able to use the NRCS computer network and maintain confidentiality.

Wage and Benefits

This is a non-salaried position starting at \$16.50/hr

Paid holidays, HSA medical benefits, annual and sick leave. This position is funded through grant sources and is an at-will position.

Work schedule

35 - 40 hours a week

Duties and Performance Requirements

- Provide administrative and technical assistance to farms with existing UVM GoCrop™ nutrient management plans. Provide education about nutrient management practices that will improve water quality while ideally improving farm operations, yields etc. – i.e. crop selection, crop/nutrient record-keeping, feed management, and manure management practices
 - Master NRCS land treatment planning standards. Includes the completion of field and farm assessments with each farmer and summarized in a conservation plan that sets priorities to be addressed.
 - Track progress in delivering technical assistance and practice implementation.
 - Disseminate information on Best Management Practices, Required Agricultural Practices, and NRCD, state and federal cost share programs.
 - Manage and expand district agricultural equipment rental programs
 - Development of outreach methods and materials i.e. workshops, field days, publications, newsletters, flyers to inform producers of BMPs, nutrient management strategies and provide a forum for information exchange between producers.
 - Obtain appropriate certifications such as land treatment planning and nutrient management specialist certification from NRCS, and attend appropriate continuing education offerings.
 - Assist with application and implementation of district grants
 - Collaborate with UVM extension, NRCS and VTDEC staff
 - Perform additional related responsibilities as need arises
 - Work will be approximately 60% office based including 10% of time on general administrative OCNRCD duties - and 40% field based.
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Needed For Success

- Knowledge of Agronomic principles, such as regional practices and procedures related to proper crop selection, crop rotations, feed rations, nutrient management, utilizing manure nutrients and commercial fertilizers etc;
- Familiar with development of nutrient management plans; (training is provided)
- Strong customer service, interpersonal and public relations skills;
- Passionate farming and natural resource conservation;
- Experience with Geographic Information Systems (GIS) software and management programs including Global Positioning Systems (GPS);
- Familiar with relevant state, and federal programs, laws, standards and specifications; (training is provided)
- Comfortable with operation of agricultural equipment and machinery;

- Skilled at organizing, planning and presenting public to citizen groups, organizations or committees;
- Ability to plan and carry out assignments independently, meeting deadlines and managing time effectively;
- Understand and utilize the revised universal soil loss equation (Rusle2) and other assessment tools to develop conservation recommendations; (training is provided)
- Grant and project management experience including successful applications and timely reporting's on deliverables;
- Working knowledge of watershed issues, non-point source pollution and remediation strategies; (training is provided)
- Applies critical thinking in problem solving and making decisions;
- Knowledge of precision agriculture and farm technology is a plus (e.g. variable rate technology, grid soil sampling, GIS mapping systems, tillage, planting, fertilizer application and spraying equipment);
- Experienced with study design and data tracking, monitoring and analysis a plus.
- Ideally have a dedication to the northern Vermont
- Be proficient in Microsoft programs

PHYSICAL DEMANDS

The employee frequently is required to sit, stand, and walk. The employee is occasionally required to climb and kneel, crouch or crawl. The employee must be able to occasionally lift up to 50pounds.

You will have an assigned desk, telephone, and computer at the OCNRCD office. The position involves computer work that includes long periods sitting, typing and reading from a computer screen.

Conservation Districts offer a unique service and voice to the agricultural conservation field. Please take a minute to look at our website to review our current programs and learn more about the history of the conservation district nationwide and in Vermont.