

JOB DESCRIPTION



JOB TITLE Agriculture Strategy Fellow – One year position
JOB FAMILY Science
JOB NUMBER 850002
SALARY GRADE 4
STATUS Salaried
DATE May 2017; limited-term, 1-year position

SUMMARY The Agriculture Strategy Fellow will work closely with TNC staff and partners on projects that would advance our agricultural strategies to improve soil health and reduce water pollution and greenhouse gas emissions. This is a one-year fellowship open to highly motivated and talented recent graduates from an undergraduate or master’s degree program in natural resources, conservation biology, or related subjects. The Fellow will perform specific duties to support the Wisconsin chapter’s strategies around agriculture and will also receive a well-rounded learning experience to help prepare them for future conservation careers, including a broad array of activities ranging from prairie restoration to fundraising and marketing. The position will be located in TNC’s Madison, Wisconsin office.

ESSENTIAL FUNCTIONS The Agriculture Strategy Fellow will work closely with Madison staff and TNC partners in agencies, and NGOs to implement widespread adoption of beneficial mitigation strategies on farms across Wisconsin. Tasks may include: 1) measuring sustainability metrics on dairy farms to create an annual sustainability evaluation; 2) Identify, test and measure farm management practices that improve soil health; 3) help create 6-15 demonstration farms in Wisconsin that will practically apply sustainability practices to their fields; and 4) conduct interviews with farmers and input data into SNAP plus -- SNAP plus is a model used to assess farm fields and pastures for the average annual phosphorous delivery to streams combined with a model that estimates soil erosion to identify what fields on a farm are contributing the most phosphorus and sediment run off.

As needed and as time allows, the Fellow may also meet with Conservancy staff in other chapters to learn and share lessons from their agricultural strategies. Throughout this fellowship program, Fellows will participate in a broad array of learning experiences and opportunities including field work in TNC project areas and work with key NGO functional areas (e.g., fundraising, marketing).

- RESPONSIBILITIES & SCOPE**
- Works closely with a TNC team on agricultural strategies and sustainability practices.
 - Interviews farmers and works with them to identify how they can change their practices to work towards sustainability.
 - Aggregates data collected from each dairy farm into summary documents and maps to set goals for water quality and other metrics.
 - Maintains SNAP plus database.
 - Explores “what if” scenarios for projecting how a practice change on a farm could affect the farm’s footprint.
 - Participates in farm field days, collects data related to soil sampling, and establishes research grids.
 - Participates in the work of a broad array of NGO programs at key junctures (stewardship, fundraising, marketing and communications, etc.)
 - May work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances.

- MINIMUM QUALIFICATIONS**
- Bachelor’s Degree in Agronomy, Soil Science or related discipline, obtained within the last 18 months.
 - Ability to interpret guidelines and evaluate information and adapt accordingly.
 - Ability to work independently and exercise independent judgment.
 - Working knowledge of common software applications (e.g. Microsoft Word, Excel, web browser).
 - Experience with practices taking place on farms.
 - Strong written and verbal communication skills.
 - Valid driver’s license.

- PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE**
- Master’s degree in science related field and/or some conservation related work experience.
 - Field experience.
 - Knowledge of agriculture policies and sustainable farming practices.
 - Experience working in group settings with colleagues, stakeholders, and partners.
 - Experience with SNAP plus.
 - Time management skills.

ORGANIZATIONAL COMPETENCIES	Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
	Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the fact of uncertainty.

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 men and women 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 or veteran status or other status protected by law.

Interpersonal Savvy	Maintains positive working relationships. Contributes to productive partnerships inside and outside the organization. Understands team member roles and values the contributions of others. Effectively deals with conflict.
Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.
Produces Results	Takes Initiative. Focuses on priorities. Strives for excellence. Is dependable and accountable for results. Persistent in the face of obstacles and meets deadlines.

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

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