



Resource Conservation District of Greater San Diego County
11769 Waterhill Rd., Lakeside, CA 92040
Phone: (619) 562-0096 🌻 Fax: (619) 562-4799
Website: www.rcdsandiego.org

Position Description

FARM CONSERVATION ADVISOR

\$34 - \$40 per hour, full-time

The Resource Conservation District (RCD) of Greater San Diego County aims to protect, conserve, and restore natural resources through information, education, and technical assistance. We work across the majority of San Diego County on a variety of programs, including fire prevention and education, watershed education, school garden support, promotion of pollinator habitat, management of two large community gardens and a regenerative farm.

Through its Agricultural Department, the RCD supports farmers and ranchers to implement climate-smart agricultural practices, monitor the benefits of conservation practices, and connect with resources and educational opportunities. The RCD has received funding to provide technical assistance, conservation planning resources, and grant application support to the San Diego agricultural community from the California Department of Food and Agriculture (CDFA) and Natural Resources Conservation Service (NRCS), among others.

We are seeking a Farm Conservation Advisor who is passionate and knowledgeable about agriculture and natural resource conservation to support conservation planning and agricultural technical assistance within the RCD's agricultural programming. This position is at-will, funding-dependent, and is a full-time position, subject to adequate performance reviews.

Position Responsibilities

- Conduct field visits at farms and ranches in San Diego County to help assess needs and share resources for increasing on-site conservation of natural resources.
- Build on field visits by identifying producers who are interested in developing a conservation planning document for their site. Deliverables will include carbon farm plans, pollinator habitat plans, and integrated pest management plans. Other types of planning documents may include irrigation management plans and / or organic transition plans.
- Collect soil samples at farms and ranches in San Diego County to establish a baseline from which land management practices can help improve soil health.
- Assess eligibility of agricultural producers for grant and relief funding opportunities and use this information to connect producers with programs such as EQIP.
- Train other staff members in field practices as needed.
- Participating in public education activities conducted by the RCD to share knowledge of carbon farming practices.
- Contribute to Agricultural Department outreach to farmers and ranchers.
- Support the Agricultural Department with other Carbon Farming Program tasks as needed.

Essential Qualifications

- Desire to embrace the mission of the RCD to protect and conserve natural resources.
- Degree in Agricultural Science or related field.
- At least two years of professional experience in agriculture, natural resource management, or a

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related field.

- Knowledge of soil science, farming systems, and land management practices that build soil health and conserve natural resources.
- Ability to work independently and as part of a team – in the office and in the field.
- Experience working collaboratively and maintaining relationships with a range of partners, including landowners, researchers, and public agencies.
- Highly motivated, organized, and self-directing with the ability to prioritize workload to meet deadlines and goals to fulfill grant obligations.
- Strong computer skills, including for Microsoft, Outlook, and ESRI.
- Experience writing conservation plans, carbon farm plans, or similar planning documents.
- Physically able to perform field work (traversing uneven terrain, lifting, carrying supplies and equipment, planting, etc.) during all seasons and some inclement weather.
- Excellent communication and interpersonal skills.
- Valid CA driver's license and current auto insurance.

Desired Qualifications

- Experience working with farmers, ranchers, and growers in San Diego County or elsewhere.
- Training in NRCS conservation practices.
- Knowledge of habitat management or restoration on working lands.
- Experience with designing or implementing habitat conservation practices.
- Experience with public outreach, community engagement, and communications to a variety of audiences.
- Spanish fluency or proficiency.

Compensation and Benefits

- Benefit package including:
 - Health insurance compensation in lieu of health insurance plan
 - Participation in RCD 457 retirement plan
 - Phone stipend of \$50 per month
 - Fifteen paid holidays and thirteen days of paid time off (PTO) in your first year of service, rising to eighteen days of PTO after the first year

To apply: Please submit a resume, sample of conservation plan or similar technical writing, and cover letter to Joel Kramer, Agricultural Program Director, at ag@rcdsandiego.org by December 23, 2024. Feel free to call 619-562-0096 with any questions.

Schedule and location: Working hours are generally flexible within normal business hours (between 8AM – 5PM), with occasional events outside of normal working hours. Work is partially remote, with field visits to farms and ranches at least three days per week and office meetings at least one day per week. The main RCD office is located in Lakeside. Field visits occur throughout San Diego County.

The RCD is an equal opportunity employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran.

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