



Sustainable Conservation

***Agricultural Practice Impact Analyst***

***Start Date: May 1, 2024***

***Job Type: Full Time, Exempt with benefits***

**To Apply:** Please send your cover letter and resume to [JOBS@suscon.org](mailto:JOBS@suscon.org), and include "Agricultural Practice Impact Analyst" in the subject line.

Sustainable Conservation (a leading non-profit in its field) advances the collaborative stewardship of California's land, air, and water for the benefit of nature and people. Every day, we bring together businesses, landowners, and government in some of the most productive yet economically disadvantaged parts of California, to steward the resources on which we all depend in ways that are just and make economic sense. Please visit [www.suscon.org](http://www.suscon.org) to learn more about our work.

**POSITION SUMMARY:**

Sustainable Conservation has an exciting opportunity that will play a key role in helping expand the impact of our long-standing Waste Not program. This program helps improve drinking water quality in the San Joaquin Valley by identifying and scaling on-farm solutions that reduce nitrate leaching to groundwater. We are seeking an experienced Agricultural Practice Impact Analyst to provide critical support in understanding, evaluating, and communicating the effectiveness of different practices on dairies and farms operating in the San Joaquin Valley.

Under the guidance of the Waste Not program's Project Director and in collaboration with other team members and our external partners, the Agricultural Practice Impact Analyst will:

- support on-farm implementation, evaluation and expansion of an [innovative manure subsurface drip irrigation system](#);
- evaluate and address [barriers to the production and sale of manure compost](#); and
- assess the environmental and economic [opportunities for transforming dairy manure into different value-added products](#).

The Agricultural Practice Impact Analyst will work in both field and office settings. The ideal candidate will bring farming and agronomic experience, strong analytical and writing skills, and a passion for helping growers understand practices that are good for their business and for the environment and communities.

**Location:** This role will be based out of our Modesto, or Sacramento office. Our teams work in a hybrid work environment with an option to work remotely a few days a week. The role will require frequent travel in the San Joaquin Valley area in addition to periodic travel throughout the state. If you live anywhere in San Joaquin Valley Area, we encourage you to apply (Relocation is not required if you live anywhere in San Joaquin Valley Area).

### ***Primary Responsibilities***

- Understand and evaluate the effectiveness and suitability of nutrient management practices and technologies for California dairies.
- Analyze data to assess and convey agronomic, environmental and economic impacts of adopting new practices and technologies.
- Collaborate with internal and external partners to evaluate and address regulatory and economic barriers to scaling adoption of practices and technologies.
- Engage and maintain strong relationships with a variety of partners, including farmers, industry associations, scientists, government agencies, and private sector companies.
- Prepare written documents, including field notes, project update and final reports, guidance on best practices, and summary evaluations of practices and technologies.
- Coordinate field days and focus groups with farmers and stakeholders to showcase projects and share learnings.
- Initiate, plan, and complete projects and tasks to meet deadlines.
- Independently schedule meetings, draft agendas, take meeting notes, identify, and communicate action items, and incorporate action items into work plans.
- Collaborate with Waste Not team to develop strategies and work plans that respond to project learnings.
- Any other projects/duties as assigned.

### ***Experience and Skills Required***

- Understanding of production agriculture, with 3+ years of experience working with farmers.
- Working knowledge of nutrient management and/or agronomics; Certified Crop Advisor (CCA) a plus.
- Strong analytical skills and ability to understand technical details, agricultural engineering, or similar background a plus.
- Demonstrated ability to collect, organize, and analyze quantitative and qualitative data.
- Exceptional communication (verbal, written, and presentation skills) and listening skills, with emphasis on sharing information with diverse audiences.
- Ability to document conversations – in both field and office settings – and use the information to develop written materials such as notes, guidance documents, and reports.
- Very strong organizational and project management skills, including demonstrated ability to prioritize tasks to meet deadlines and manage multiple projects simultaneously.
- Strong problem-solving and independent thinking skills, and ability to thrive in a dynamic environment.
- Ability to work both collaboratively and independently.
- Ability to work productively in both field and office environments.
- Ability and desire to work in collaboration with a broad range of partners and cultures, Spanish language a plus.
- Commitment to principles of diversity, equity, and inclusion.
- Keen interest in climate-resilient agriculture, and knowledge and/or motivation to learn about California agriculture, nutrient management, and water.
- Excellent computer skills, including use of MS applications such as Excel, Word, and PowerPoint.

- Valid CA Driver's License and a willingness to travel.
- Proof of vaccination against COVID-19 (including booster).

**Compensation:** The compensation for this position will be in the range of **\$84,280- \$93,100** annually. Please note that the exact offered pay will be determined by factors including but not limited to education, experience, the external labor market, and internal equity.

**What we offer:** A competitive compensation package based on experience, fully paid health insurance benefits, generous match on 401k, FSA, EAP, vacation, floating days, sick leave, plus the week between Christmas and New Year's Day as holiday leave. Our greatest benefit is our culture. Our staff is collaborative, dedicated, and caring. We believe in articulating and practicing our values (Collaboration, Respect, Results, Honesty, Learning, Well-Being) at work and have a strong commitment to bringing a DEI lens to our work and workplace culture. ***At Sustainable Conservation we value culture and diversity and as an equal opportunity employer we encourage qualified individuals from all backgrounds to apply to our job openings.***