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JOB ANNOUNCEMENT

Small Farms Specialist (bilingual) Part-Time (20 hrs/week)

Application Period Opens August 25th, 2025 and Open Until Filled.

This position works in close partnership with other San Benito Resource Conservation District (SBRCD) staff, and with USDA Natural Resources Conservation Service, Farm Service Agency and other partner organization staff, to provide bilingual resource conservation assistance to small-scale farmers in San Benito County. The ideal candidate is knowledgeable about agriculture and natural resource conservation; is fluent in English and Spanish; and has strong computer, writing, and organizational skills.

The SBRCD is a local Special District that provides free, non-regulatory, confidential assistance to landowners and land managers to address soil and water quality, climate resilience, and ecosystem health on private and public lands. The SBRCD is almost entirely grant funded and secures funding for the planning and implementation of conservation activities, such as:

- soil health and nutrient management practices
- climate-friendly agricultural practices
- pollinator and wildlife habitat improvement
- water quality and water conservation projects
- wildfire resilience planning and projects
- invasive plant identification and management
- stream restoration
- erosion control

The SBRCD is small and growing. This position will help to build and sustain the SBRCD's Working Lands Program and offers substantial opportunity for career advancement. We know our success depends on our employees and the work they do. We are committed to providing a collaborative and inclusive work environment that encourages growth and development; and acknowledges individual and team achievements.

JOB RESPONSIBILITIES

Provide in-field technical assistance to farmers in one-on-one and group settings:

- Coordinate soil and water sampling, pump efficiency testing, irrigation efficiency evaluations and other resource assessments for farmers as needed
- Assist farmers with irrigation and nutrient management data tracking to provide

- recommendations for improved irrigation and fertilizer use efficiency
 - Assist farmers with planning and implementation of soil health and erosion control practices (cover crops, compost, etc.)
 - Assist farmers with planning and implementation of practices to improve pollinator and wildlife habitat
 - Support development and implementation of conservation plans
- Conduct outreach to farmers about conservation programs, technical assistance and events offered by RCDs, USDA Natural Resources Conservation Service (NRCS) and other partners; coordinate farm site visits
- Assist farmers with applications to conservation or financial assistance programs such as EQIP, SWEEP, HSP, CUSP, etc.
- Help to organize bilingual workshops on conservation topics for small-scale farmers in San Benito County
- Keep detailed records of activities and assistance provided and support preparation of reports for supervisors, funders, and stakeholders
- Support development and management of projects with SBRCD staff and partners, including grant development, contracting and communication with funders, scheduling, resource management, tracking of project deliverables, reporting and invoicing
- Attend relevant staff and Board meetings
- Assist with grant-writing to expand and extend SBRCD's agricultural programs
- Work closely with conservation partners, farmers, and other team members to align activities with conservation goals
- Work with SBRCD staff, consultants, landowners, public agencies, and partners to ensure that activities comply with RCD policies and procedures
- Attend meetings, workshops and trainings with conservation partners (in-person and virtual). Occasional travel within the Central Coast region will be required.
- Other duties as assigned

This position reports to the Executive Director.

HOURS, COMPENSATION, and LOCATION

This is a part-time (20 hrs/week), non-exempt position. The hours are flexible between 8am and 6pm, Monday through Friday, with occasional early, late, or weekend work. Starting compensation is \$30-35 per hour, depending on experience. Benefits include: 9 paid holidays, 10 paid vacation days, sick leave, cell phone stipend, and an annual health care stipend (all pro-rated based on 20-hour work week). The position is based at the USDA Service Center in Hollister, CA. Occasional remote work is negotiable, however most work will be conducted in the field and at the office.

REQUIRED KNOWLEDGE, SKILLS, ABILITIES, AND EXPERIENCE

- Knowledge of and interest in conservation agriculture practices and issues in the Central Coast region
- Understanding of California agricultural systems, including crops, irrigation systems and design, and resource concerns; training in agricultural science (BS or BA or 4+ years

relevant professional experience preferred); relevant degrees or areas of work may include Agronomy, Crop Sciences, Plant Pathology, or Agroecology

- Field Spanish fluency and experience working with the Latinx farming community
- Familiarity with Conservation Planning. Experience writing conservation plans preferred
- Good writing, presentation, and communication skills
- Excellent computer skills (MS Excel and Word, internet applications, and learning proprietary software)
- Strong organizational skills with attention to detail and accuracy
- Ability to work effectively as a team member and independently
- Strong interpersonal and customer service skills
- Able to hop ditches, carry equipment, and work outdoors for extended periods in various weather conditions
- Ability to occasionally lift and carry objects weighing up to 30 pounds
- Strict adherence to confidentiality regarding producers and landowners
- Valid CA driver's license, clean driving record and proof of insurance. Mileage reimbursement is available for personal vehicle use and company vehicle may be available during work hours.

WORKING CONDITIONS

- Work is performed both indoors and outdoors, in a variety of weather conditions
- Physical activity, including walking, lifting, and occasional manual labor is required
- Occasional weekend and evening work will be necessary for events and special projects

HOW TO APPLY

Interested candidates please submit a cover letter, resume, and contacts for 3 references to info@rcdsanbenito.org. Applications will be reviewed as received.