



**Soil Ecologist
(formerly the Working Lands Scientist position)**

POSITION DESCRIPTION

Employer: Marin Resource Conservation District (Marin RCD/District)
Work Location: Point Reyes Station, Marin County, CA, with option of partially remote work from an approved location
Position: Full Time
Salary: \$90,540 - \$113,776 plus benefits
Start Date: June – July 2024

Our Mission

To conserve and enhance Marin's natural resources, including soil, water, vegetation and wildlife. It is our belief that the health of the county's natural landscape is dependent upon a robust agricultural economy and the active preservation of our agricultural heritage. In addition, it is our firm conviction that the agricultural productivity of the county is dependent upon the diligent application of practices which conserve and enhance our natural resources. The benefits of our program extend from individual landowners to the immediate community and the public at large.

Position

The key responsibility of the Soil Ecologist is to facilitate the delivery of Marin RCD programs by providing technical assistance to land managers, RCD staff and partners. The Soil Ecologist works with the Carbon Farming Program Manager, GIS Program Manager and reports to the Executive Director. This position is responsible for the successful planning, design and implementation of ecological practices and principles within working agricultural landscapes. Recommended ecological practices will promote biodiversity, carbon sequestration and are compatible with the natural environment and agricultural viability. These practices will play a vital role in achieving Marin County's effort to meet carbon sequestration targets by accelerating agricultural producer adoption of conservation practices. This will be achieved through climate-friendly plan and design development. This position will work throughout the District including ranches within the Point Reyes National Seashore.

DUTIES

The following job duties represent primary job expectations with expected time equivalents.

1) CARBON FARM PLANNING AND IMPLEMENTATION: 50%

- a) *Collaboration.* Coordinate with land managers, Marin RCD staff, consultants, contractors, local, state and federal agencies, organizations, and Tribe in landscape planning and implementation. Promote contacts and positive relationships between partners and District. Attend monthly partner organization/agency team meetings, including the North Coast Soil Health Hub, to coordinate the implementation of programs and to work with the North Coast Soil Hub Director to improve the cooperation and synchronicity of these diverse partners toward resolving complex conservation issues. Participate in discussions related to advancing practice adoption and soil health goals across the region, providing information to land managers on soil sampling strategies and protocols, key indicators, interpretation of test results, etc., and proposing any updates to the approach of soil health monitoring and program development.
- b) *Landscape Planning.* Participate in framework development around the conservation goals of Marin County's working landscapes and to better outline the multi-functional benefits provided by agroecological/regenerative farming methods. The Soil Ecologist will plan around topics related to grazing management, soil health, rangeland ecology, silviculture, and/or biomass management and work with partners such as Biomass Steering Committee, Zero Waste Marin, and the Marin Wildfire Prevention Authority.
- c) *Carbon Farm Plans.* Work with the land managers, the Monitoring and GIS Manager, partners, and consultants to develop technical, USDA Natural Resources Conservation Service (NRCS)-practice-based Carbon Farming Plans and designs, which improve water quality, biodiversity, and agricultural productivity; sequester carbon; and reduce GHG emissions. Prescribe practices on a per acre basis with the use of GHG reduction models such as COMET-Planner/Farm and local peer-reviewed research. Lead the drafting of carbon farm plans and designs, coordinate co-authors, and solicit review from pertinent partners (Carbon Cycle Institute, NRCS, Marin Agricultural Land Trust, and members of the Technical Advisory Committee). Carbon Farm Plans may include soil health and grazing management planning.
- d) *Technical Assistance.* Provide assistance to land managers and partners in recommending soil health and carbon sequestration practices across all programs including programs offered through funding programs such as the California Department of Food and Agriculture, Marin Agricultural Land Trust (MALT), NRCS and others.
- e) *Develop landscape coordination strategies.* Identify and implement strategies that build cooperative relationships between county land managers. Work with land managers to better synchronize and coordinate the integration of Marin County's diverse production components in ways that mutually improve the economic viability and sustainability of county agriculture.
- f) *Environmental Review.* Assist Program Managers in environmental review and the development of NEPA/CEQA compliance, permit documentation, applications and adherence to permit conditions.

- g) *Procurement.* Adhere to District construction policies and procedures and applicable state and federal laws. Follow bidding procedures, arrange bid tours and arrange authorization of construction invoices.
- h) *Manage project implementation.* Project management tasks include: supervising project implementation, developing cost estimates, assisting the Carbon Farming Program Manager with reports for funders, negotiating Landowner Authorization Agreements, directing activities of support staff and consultants, and ensuring timelines are followed by subcontractors and consultants.
- i) *Monitoring.* Work with Monitoring and GIS Manager and GIS consultant to collect data as needed for all program monitoring requirements, track planned and implemented conservation practices across all Carbon Farm Plans, and assist in reporting data out to Marin RCD staff, Board, funders, and County, as needed. Explore the possibility of developing or expanding Marin RCD's scientific framework to aid in the development of carbon farm planning and monitoring activities by evaluating soil health, forage quality, and carbon storage indicators.
- j) *JEDI.* Carry out diversity and inclusion efforts, including working with Justice, Equity, Diversity, and Inclusion (JEDI) consultant to improve equity and inclusivity within the Carbon Farming Program.

2) EDUCATION & OUTREACH ACTIVITIES: 15%

- a) Represent and promote the District within the community at all times.
- b) Participate in carbon farming and community groups as appropriate.
- c) Participate in educational activities (workshops, field tours, etc.). Work closely with key partners such as Carbon Cycle Institute, UC Cooperative Extension Service, Point Blue Conservation Science and others to develop and implement soil science and soil management educational workshops.
- d) Prepare and present educational materials (pamphlets, PowerPoint presentations etc.) at conferences and other appropriate forums.
- e) Participate in outreach activities (producing press releases, making other media contacts, attending stakeholder meetings, etc.).
- f) Assist with written and visual content for annual report, publications, website, social media, and presentations. Work with program staff to maintain Marin RCD's carbon farming and associated webpages (<https://www.marinrcd.org/carbon-farming/>) to provide resources for local land managers and the general public.
- g) Assist in updating or providing necessary information for the Marin RCD website to adhere to District operational and transparency obligations.
- h) Work with the North Coast Soil Hub Director to develop planning and education materials for land managers and technical assistance providers within the hub's network

3) COMMUNICATION WITH BOARD AND STAFF: 15%

- a) Report to Executive Director
- b) Work as a team with Carbon Farming Program Manager, GIS Program Manager and other Marin RCD staff to carry out the mission of the District.

- c) Prepare monthly progress reports and present project materials at public meetings so that Board may make informed program decisions. Attend Board meetings regularly to present Action Items.
- 4) DISTRICT PLANNING AND GRANTS: 15%
- a) Assist in preparation of long-range plan, annual workplan and annual reports.
 - b) Assist in the development of new District programs and projects.
 - c) Assist in the development of grant proposals to fund new conservation projects and programs.
- 5) OTHER: 5%
- a) Other duties as may be assigned by the District Manager.

QUALIFICATIONS

This position requires the following skills:

1. B.S., M.S. degree in Soil Science, Biological, Natural or Applied Sciences (e.g. Watershed Management) or equivalent education and experience. Knowledge of soil science, biogeochemistry, agriculture, rangeland management, grazing management, weed management, and/or silvoculture. Knowledge of dairy operations a plus.
2. Knowledge of Bay Area ecology, California native woody and grassland plants and wildlife, Carbon Farm planning, and/or NRCS Conservation Planning a plus.
3. Six+ years' experience working in the field of natural resources, in the execution of grants and contracts. Experience in the execution of Landowner Agreements a plus.
4. Exceptional written and verbal communication skills—ability to communicate technical information to technical and non-technical clients and partners. Fluency in Spanish a plus.
5. Experience with Geographic Information Systems (GIS), Microsoft Suite and remote conferencing software.
6. Familiarity with grant proposal and contract creation and interpretation. Knowledge in accessing funding sources.
7. Exceptional ability to work productively both independently and in a collaborative team setting. Ability to manage others on team and manage time effectively on multiple projects. Ability to communicate and work with a diverse range of people including private landowners and land managers, private contractors, government agencies, Tribal staff and citizens, general public, news media, and partner resource professionals.
8. Exceptional attention to detail and problem-solving skills. Motivation to gain and develop new technical skills.
9. Valid California driver's license, clean driving record, automobile insurance. Travel to office in Point Reyes Station weekly, and as needed for site visits. Access to a vehicle preferred.

BENEFITS

Benefits include: State of California Workers' Compensation Insurance, Social Security, 401K Retirement Package with employer match up to 10% of compensation. The District provides Marin County holidays, paid time off, health and dental insurance stipends. Eligible for annual 3% raises and professional development stipend.

The Marin 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 status.

APPLICATION INFORMATION

Please submit one pdf document inclusive of a cover letter and resume to Nancy Scolari at nancy@marinrcd.org with "Soil Ecologist" in the subject line. This position will remain open until filled.