



## **Job Announcement for *Livestock Conservation Planner***

### **Nature & Purpose of the Position**

The position of the Livestock Conservation Planner will assist livestock<sup>1</sup> farm owners and operators in Clark County in planning and applying natural resource conservation practices. Clark CD is the lead agency on a new project – Poop Smart Clark. Poop Smart Clark is an innovative Pollution Identification and Correction (PIC) program leveraging local, state, and federal funds and partnerships to address a primary source of bacteria pollution limiting water quality in Clark County. This position will act as the technical lead on livestock planning for this program. The successful candidate will have the opportunity to work directly with residents, landowners, and land managers to solve natural resource concerns using best management practices, creative thinking, and long-term relationships with clients. This is an exciting opportunity to work in a growing region on some of the most pressing natural resource challenges related to water quality, soil health, and endangered species recovery. The person hired for this position will report directly to the District Manager.

### **About the Clark Conservation District**

Clark Conservation District was established in 1942 and is a legal sub-division of state government that administers programs to conserve natural resources. We are a non-regulatory agency created to bridge the gap between local landowners and state and federal government. We work to conserve the natural resources of Clark County. Our work improves both rural and urban communities to benefit the health and well-being of our residents. The District works for clean water and healthy soil.

### **Primary Job Responsibilities**

The primary responsibility of the Livestock Conservation Planner is to work directly with agricultural farm owner/operators and landowners within the District. The measurement of success is conservation plans and practices applied on the land to improve farm operations and water quality and soil health. In year one, we expect to have a minimum of 12 plans written.

We're seeking candidates who excel in relationship-building, are creative thinkers and results-oriented, have the ability to multi-task, prioritize actions, and have strong project management skills. You must be able to work independently and collaboratively with others and have a service-oriented attitude.

---

<sup>1</sup> Livestock includes, but is not limited to, equines, bovines, swine, sheep, goats, and poultry.

Duties include the following:

- Provide technical guidance and assistance to individuals and groups on sustainable livestock management, mud and manure management, pasture health and rotational grazing practices, soil health testing and analysis, erosion control measures, invasive species control, water quality improvements, and wildlife habitat improvement.
- Assist and encourage livestock farm owners and operators in implementing their plans using Natural Resources Conservation Service (NRCS) standards, specifications, and designs.
- Inform and educate individuals and groups about financial assistance available for Best Management Practice (BMP) implementation.
- Work in collaboration with landowners to write detailed conservation plans (livestock farm plans, BMP specific plans, etc.) and Comprehensive Nutrient Management Plans (CNMPs). Provide complete implementation documents and support, including BMP design, layout, inspection, and certification, and provide financial and/or implementation assistance.
- Lead farm owner/operators from initial contact with the CD through contracting and project completion while following potentially complex funding regulations.
- Outreach and present on District programs to farm owners and operators.
- Work collaboratively with NRCS, Clark County, Department of Ecology, cities, tribes, and other conservation partners to address resource concerns on private lands.
- Build trusting, long-term relationships with residents of Clark County.

### **Secondary Job Responsibilities**

- Assist in developing educational materials for land users and organizations in the form of brochures, informational articles, visual presentations, newspaper and newsletter articles, etc.
- Present at educational events for landowners and farm owners and operators within the District's boundaries.
- Prepare reports on activities and progress as directed by the District Manager.
- Other duties as assigned by the District Manager.

### **Minimum Qualifications**

- Bachelor's degree with academic training in natural resources, livestock operations, environmental sciences, or related fields. Significant paid job experience may be accepted in place of a degree.
- Minimum of 5 years' experience in a similar livestock-focused position.
- Experience working with on-the-ground implementation of conservation practices and natural resource management using NRCS standards.
- Experience working with private landowners on project implementation.
- Valid Driver's License.

### **Preferred Qualifications**

- Demonstrated knowledge of a broad range of soil and water conservation principles, techniques, methods, and practices to apply and install conservation systems that involve complex and diverse livestock, agricultural, and other land uses.
- Demonstrated ability to motivate individuals to adopt and implement resource management practices on their property and ability to explain to farm owners and operators methods of installing those conservation practices.
- Proficiency in written and oral communication techniques to address groups, to write and explain conservation plans, prepare informational articles, and to create summary work reports.
- Advanced computer software skills. Ability to use Microsoft Word, Excel, PowerPoint, and Outlook and learn new technologies to efficiently and effectively to write reports, keep track of work progress, prepare educational and informational materials, and record field data.
- Basic to intermediate skills in using ArcGIS mapping software.
- Conservation Planning certification from NRCS.
- CNMP planning certification from NRCS

### **Desired Skills**

- Fluency in Russian and/or Spanish
- Grant writing experience
- Smartsheet proficiency

### **Physical Requirements and Working Conditions**

The Livestock Conservation Planner will require teleworking ability due to COVID-19. Due to the challenges of relocation during this time, if the selected applicant does not live in commuting distance of the District office they will be permitted to temporarily remain out of the area if: 1. They live within a five-hour driving radius of the District office, 2. They are able to travel to Clark County weekly for site visits, 3. Relocation will be required by March 2021.

This position involves both office and fieldwork. Regular office work includes long periods of sitting, typing, and reading from a computer screen. It is necessary to have adequate vision and motor skills to perform the duties of the position, including hearing voice conversation and the manual dexterity to operate a computer. You must be able to operate a motor vehicle safely. Work will occur outside in inclement weather conditions and may require you to traverse rugged terrain, structures, fences, etc. You will regularly be exposed to livestock and other domestic or wild animals on site visits. You may occasionally lift and carry tools and other materials weighing up to 50 pounds. Frequent driving throughout the Clark County area in a District vehicle is required. Position will require occasional work on weekends or after regularly scheduled work hours. Short overnight travel is occasionally required (typically 2-3 times/year). This position is funded from multiple grants over a five-year period; continuation is dependent on grant funding.

### Compensation & Benefits

Hourly rate between \$25.00 to \$35.00 depending on experience. Benefits include 100% of premiums paid for medical/dental/vision for the employee and available insurance for spouses and dependents (paid by the employee), retirement matched up to 3% after six months of employment, as well as accrued paid sick leave (8 hours/month), annual leave (8 hours/month increasing with length of employment), and eleven paid holidays per year. This is a full-time position consisting of 40 hours/week, generally Monday-Friday.

Clark CD is an equal opportunity employer and does not discriminate against any person on the basis of race, religion, color, gender, national origin, ancestry, age, marital status, gender orientation, veteran status, disability, or any other basis prohibited by applicable state, federal, or local laws. This policy covers all programs, services and procedures of the CCD

### Location

The position is based in Battle Ground within Clark County in beautiful Southwest Washington. Perfectly located between Mount St. Helens, the Gifford Pinchot National Forest, the Columbia River Gorge, and the Pacific Coast, Clark County boasts a vast array of activities, scenic landscapes, and historic attractions, all while being within the Portland metropolitan area. From the Clark CD office, it is a 20-minute drive to the Ridgefield Wildlife Refuge, over 5,300 acres of wetlands, grasslands, forests, and trails. A 35-minute drive gets you to campsites in the Gifford Pinchot National Forest to the east and metropolitan downtown Portland, OR to the south. Filled with diverse activities and outdoor recreation all within an hour's drive, SW Washington is truly a beautiful and enriching place to live.

### To Apply

For instructions, visit [www.clarkcd.org/employment](http://www.clarkcd.org/employment). To the online form, submit the answers to the assessment questions and a PDF packet with a resume, cover letter addressing the minimum and preferred qualifications presented in the job announcement, and three references. Note: we will not contact references until after the interview.

**Applications open until the position is filled. The first round of application reviews will be at the beginning of November.**

**Projected Start Date:** December 2020/January 2021

### Contact Information

Zorah Oppenheimer, District Manager  
[zoppenheimer@clarkcd.org](mailto:zoppenheimer@clarkcd.org) or (360) 859-4784