



## JOB ANNOUNCEMENT

**Job Title:** Soil Health Grazing Organizer

**Reports To:** Program Co-Director: Soil Health and Land Access

**FLSA Status:** Exempt

**Hours:** 100% FTE; occasionally on weekends and evenings

**Salary Range & Benefits:** \$45,000 – \$65,000 FTE annually (Starting organizers should expect to land on the lower part of the range between \$45,000 - \$55,000) *To determine salary, we use a salary calculation system which takes into consideration nontraditional backgrounds, lived experience, community involvement, work experience, training, degrees, certifications and more.*

Land Stewardship Project's (LSP's) generous benefits package includes 100% employer-paid health insurance premium for employees and their spouse and/or dependents. We provide dental, long-term disability, and life insurance; 4% contribution to a 401(k) after one year of service. PTO in years 0-2 includes up to 24 days off annually, 13 paid holidays – eleven plus two floating holidays, and the weekday workdays between Christmas and New Years' Eve. We also offer a Paid Extended Leave package that includes paid time for the birth of a child, adoption of a child, placement of foster child, employee's serious health condition or serious health condition of direct or close family member.

**Location:** Lewiston, work from home, remote.

**Note:** This is a union-eligible position with bargaining unit OPEIU Local 12.

**Description updated:** Sept 2022

**Mission:** Land Stewardship Project (LSP) is an organization grounded in its mission and membership. We seek to do work that ensures that the health of the land is enhanced, small- and mid-sized farms thrive, communities are prosperous, and true democracy flourishes. The mission of the Land Stewardship Project is to foster an ethic of stewardship for farmland, to promote sustainable agriculture, and to develop healthy communities. *Bridge to Soil Health Program* provides farmer-to-farmer training and networking and organizes to change the Midwest landscape through regenerative agricultural practices.

**Job Summary:** The Soil Health Grazing Organizer position is a full-time organizing position within Land Stewardship Project's (LSP) Program Department that will focus on base-building an audience of farmers and grazers in Western Wisconsin and SE Minnesota. We are looking for a person with a background in rural organizing and/or regenerative grazing and wants to work with livestock farmers in their communities on better soil health practices and build farmer involvement into the organization. The organizer will be a supportive and engaged member of the Soil Health Staff Team. The organizer will be expected to develop and lead at least one peer-learning group of grazers in the organizing region. Building power by unifying rural and urban people through education and community engagement on agricultural and rural community issues is core to program department work. In collaboration with the Soil Health Director, the organizer will be expected to help develop and execute their work plans and weekly goals in accordance to program annual plans.

### **What you bring to the position:**

- You have zeal for the organization's mission and understand that developing relationships, building community and organizing for change are essential to achieving success.

- You understand the importance of setting goals and you consistently achieve or exceed your goals.
- You can take the initiative to carry out your job duties and see what needs to be done.
- You understand the need to collaborate with your team members and other departments and that synergy comes from everyone rowing in the same direction.

**Essential Functions:**

- Organize soil-building workshops, pasture walks and field days and provide staff support to farmer-members through multiple grazing circles.
- Organize grazing work including but not limited to grazing events and pasture walks, grazing groups and direct marketing workshops.
- Conduct 1-to-1 farm visits.
- Develop thorough understanding of soil-building methods, their on-farm financial potential, and their on-farm applicability.
- Help expand LSP’s soil builders’ network of farmers wanting more information, and work with farmers interested in making changes on their own farms.
- Lift up the stories of soil health farmers through published farmer-interviews, farmer-written blogs and opinion letters, podcasts, print and electronic media coverage and/or video shorts.
- Recruit additional LSP farmer-members.

**Qualifications (required):**

**\*Relationship with Farmers**—Must have deep respect for and relationships with crop and livestock farmers—critically important to have this as the program engages with this audience on a daily basis. Be willing and excited to meet with farmers, grazers and landowners on the topic of soil health and grazing to build relationships with people on the land and hear their ideas for how to improve the state of agriculture and their local communities.

**\*Facilitator**—Connect on a deep level with people and find common ground, and ability to build and hold an inclusive space that challenges one another. Working with teams of people internally and externally to build the soil health movement. External work with farmers includes facilitating groups of people 10 to 25 with robust activities and discussions on the topics of grazing, soil health and direct marketing. Agenda planning with detailed instructions to material, labor and conversational needs is part of the “curriculum” development for established and consistently meeting groups.

**\*Conflict Resolution**—Ability to hold and navigate conflict. In this work there is a significant amount of conflict—conflict around policy, factory farm fights, standing up for our values around racial and gender justice and the fight against corporate agriculture. Recognize ways that economics and race intersect in the work, especially with the communities we serve. Comfortable talking about identities such as race, ethnicity, sexual orientation, class, ability, or gender in plain, specific terms. Understands the historical context for racial and economic inequity and its present-day implications in agriculture.

**\*Great Communicator**—Effectively communicate with staff and supervisor about challenges and work to address large problems through group discussion and decision-making. Formal communication should take the form of email, in-person meetings, phone calls, Zoom meetings. Develops communications plans to reach target audiences and achieve results. Demonstrated track record with media relations, branding, digital marketing, writing, public speaking, narrative and web/social media.

**\*Location:** This position will be primarily working out of Western Wisconsin around the Red Cedar River Watershed. This organizer must be willing to travel within the organizing region, including Southeast Minnesota to help support other soil health organizing work.

**Supervisory Responsibilities:** This position does not have supervisory responsibilities.

**Work Environment:** This is a hybrid work position and will require work from the Lewiston office, work in the field and work from home. You must have a dedicated workspace where you are able to maintain work hours reflective of office hours (M-F 9-5). We will provide you with or support the technology necessary to complete your job duties. We have staff in both MN and WI. Our physical offices are in Lewiston, Minneapolis, and Montevideo, MN. Candidates based in SE rural Minnesota and Western Wisconsin are strongly encouraged to apply.

**Physical Demands:** This is a computer/office work-based role which requires extended periods of stationary positions such as sitting or standing. This job also requires public speaking and the ability to communicate with the public, LSP members and other staff frequently through text and spoken words. Physical demands include setting up events, food hauling and preparation, loading and unloading materials for training, setting up tables and chairs, tabling at outreach events and filing. This would require the ability to carry 20-60lbs, lift tables and chairs, and hauling event materials.

\*Travel: expected to travel for events, 1 to 1s and work meetings. Must have a valid driver's license, reliable vehicle and insurance and be willing to travel on the job. Mileage reimbursement is compensated at the federal standard.

**To APPLY:** In ONE PDF, email a cover letter and your resume to [jobs@landstewardshipproject.org](mailto:jobs@landstewardshipproject.org), with "Soil Health Grazing Organizer: YOUR NAME" in the subject line. References upon request. Attn: Natalia Espina, HR & Operations Director. Accepting applications until October 16<sup>th</sup>, 2022. No phone calls please.

*Land Stewardship Project (LSP)/Land Stewardship Action Fund (LSAF) is an equal opportunity employer. We strongly encourage applications from Women, Black, Indigenous and people of color (BIPOC), and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.*

**Applicants with Disabilities:** Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you seek accommodation, please advise in writing at the time you apply.

*Women, Black, Indigenous and People of Color (BIPOC), LGBTQIA+ candidates, people with disabilities, as well as rural and urban farmers are strongly encouraged to apply.*

***This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee.***