



Land Stewardship Project Job Announcement: Soil Health Organizer*

Job Title: Soil Health Organizer

Reports To: Alex Romano

Salary Class: Organizer

FLSA Status: Exempt

Hours: 100% FTE; including evenings and weekends

Salary Range & Benefits: \$45,000 - \$65,000 annually (beginning 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.* Go to: <https://landstewardshipproject.org/opportunities/> ("LSP Benefits Package") for additional information.

Location: Based out of the Land Stewardship Project's Lewiston, Minn., office along with hybrid work from home.

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

Application Deadline: March 3, 2025

Mission: The Land Stewardship Project (LSP) is an organization grounded in its mission and membership. LSP's mission is to foster an ethic of stewardship for farmland, to promote sustainable agriculture, and to develop healthy communities. We seek to do work that ensures that people impacted by climate change and systemic oppression are driving solutions on the land, in communities and through our democracy.

Job Summary: LSP is seeking a Soil Health Organizer to join the Programs department team. This person is a proven relationship builder, a deep listener, pivots in response to emerging needs, centers voices from underrepresented stakeholders and perseveres despite obstacles. The Soil Health Organizer builds networks of small to mid-sized crop farmers in the region to advance adoption of soil health practices and improvement of economic conditions. This includes building community through planning and hosting on-farm events and working with farmer-leaders to advocate for needed changes to policy and institutions.

Responsibilities:

- Reach out and engage small to mid-sized crop farmers and graziers to build relationships, community, and leaders.
- Expand and strengthen the Soil Builders' Network (SBN) through organizing soil-building workshops, field days, and events. Lead communication with SBN.
- Organizing farmers and rural people into action to improve environmental, social, and economic conditions for rural people.
- Track and communicate the impact of LSP's Soil Health Program with stakeholders.

Examples of specific work you will lead includes and is not limited to:

1. *Build networks:* Reach out and expand the Soil Builders' Network to recruit more small and mid-sized crop farmers, graziers and partners in southeastern Minnesota.
2. *Plan events:* Plan and host field days and events to connect farmers to advance soil health. Collaborate with partners where possible.
3. *Soil Health Outreach and Education:* Support soil health farmers to make decisions and take actions in support of long-term stewardship of land and people in the southeastern Minnesota region.
4. *External communications:* Draft communications to share the stories of farmers building soil health profitably.

Must-have qualifications:

- *You strive at relationship building.* You can connect with individuals and build partnerships among a wide range of stakeholders and partners. You are a deep listener and responsive in nature.
- *You are adaptable.* You are able to respond to emerging needs and re-focus. You persevere despite obstacles.
- *You love project management.* You stay on top of multiple projects, can plan backwards, track impacts, gather feedback, and anticipate obstacles, as well as identify and involve stakeholders appropriately and use resources wisely.
- *You are committed to social justice and racial equity.* You recognize the role of race, gender, class, and other identities in shaping disparities in the farming system. You are driven to improve conditions and proactively learn.
- *You are collaborative in nature.* You strive to work across teams. You are attentive and genuine. You are aligned with LSP's mission and values.
- *You are technology friendly.* You are proficient in MS 365 Suite and Google Suite and stay ahead of the curve in an ever-changing technological environment.

Travel: You are expected to travel for events, one-to-ones, and work meetings. You must have a valid driver's license, reliable vehicle, active registration and insurance, and be willing to travel for the job. Mileage reimbursement is compensated at the federal standard.

Supervisory Responsibilities: None

Work Environment: This is a hybrid work position and will require working within 70 miles driving distance of LSP's Lewiston, Minn., office. You must have a dedicated workspace where you are able to maintain work hours reflective of office hours (Monday to Friday, 9 a.m.-5 p.m.). We will provide you with or support the technology necessary to complete your job duties.

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 verbal communication. Occasional physical demands could 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 20-60 pounds, lift files, and open filing cabinets.

To APPLY:

In one PDF document, send cover letter, resume, and three references and their contact information to opportunities@landstewardshipproject.org, with "Soil Health Organizer: YOUR NAME" in the subject line. Attn.: Natalia Espina, HR & Operations Director. We are accepting applications until Monday, March 3, 2025. We plan to hire for this position by Mid-April 2025. Phone calls will not be accepted.

The Land Stewardship Project provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of a person's race, color, creed, religion, age, sex (including pregnancy, childbirth, and related disabilities), national origin, political or union affiliation, disability, genetic information, marital or familial status, status with regard to public assistance, protected veteran status, membership or activity in a local commission, sexual orientation, gender identity or expression, or that of the person's friends, relatives, or associates, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Applicants with Disabilities: Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you are seeking accommodation, please advise LSP in writing at the time you apply. Women and 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 announcement is not designed to include a comprehensive listing of activities, duties or responsibilities that are required of the employee.**