



## **Job Announcement – Working Lands Project Manager**

**Posted:** November 12, 2021

**Applications Due:** December 10, 2021, by 5pm

**Status:** Permanent, Exempt position (~40/hours per week)

**Pay:** \$50,000-55,000 DOE (1.0 FTE)

**Benefits:** Health Insurance, Life Insurance, Short-term Disability, Paid Time Off, and SIMPLE IRA

### **Diversity, Equity, and Inclusion**

The CFWWC recognizes the reality of modern-day systemic racism that has maintained disparities which limit opportunities for groups of people based on race, culture, and other characteristics. We recognize that our current programs, partnerships, and funding priorities are constructs of the society in which they were developed and reflect elements of power and privilege. With this understanding, we believe that an organizational commitment to diversity, equity, and inclusion (DEI) is essential to the success of our organization and the development of a more resilient watershed and community. Organizational success toward this goal is rooted in the theory of change that begins with personal understanding and commitment. As such and as articulated below we expect the ideal candidate to support this vision of organizational success.

### **Position Description**

The Working Lands Project Manager is responsible for the development and implementation of a body of work focused on empowering farmers, foresters, and ranchers in the Upper Willamette basin to mitigate for and adapt to climate change. Program development duties include coalition building, the support of new and existing incentive programs, and growing the availability of technical assistance options for land managers interested in mitigating for and/or adapting to climate change. The Working Lands Project Manager is also responsible for fundraising efforts (with assistance from staff) in support of the program. Development efforts include working with local businesses, private donors, and private foundations to increase diversity in funding for current and future efforts. Limited office administration and program support duties may apply. This position will supervise and train additional staff as appropriate as the program expands.

### **Duties and Responsibilities**

#### **Program Development**

- Develop tools and facilitate the delivery of high-quality technical assistance to farmers, ranchers and foresters interested in mitigating for and adapting to climate change.
- Launch a Healthy Soils pilot project in collaboration with the Oregon Climate and Agriculture network to support farmers and ranchers in adopting practices that address climate change through technical and financial assistance and inform the adoption of a statewide program.
- Lead efforts to build a “Regenerative Agriculture Resource Library” to enable land managers to access equipment and contractor services available in the Upper Willamette.
- Form and facilitate a Farmer and Rancher Tech Team to advise on program development.
- Participate in regional collaborations and meetings relevant to working lands.

#### **Fundraising**

- Work with partners such as watershed councils, utilities, soil and water conservation district, natural resource conservation district, and aligned non-profit organizations to develop grant proposals and fundraising strategies in support of working land managers.
- Lead grant writing efforts to support the position and associated program staff.

### Technical Assistance

- Provide efficient and high-quality technical assistance to farmers, ranchers and foresters interested in mitigating for and adapting to climate change.
- Work with partners to ensure those interested in adopting climate smart agricultural practices in the Upper Willamette can easily access the programs available to them.

### Position Requirements

- Previous professional training or experience in DEI
- Previous work history, lived experience, and/or educational background that demonstrates an interdisciplinary understanding of agricultural issues in the Willamette Valley, including:
  - ability to observe the landscape and document conditions and processes.
  - ability to develop and implement land management plans that incorporate agricultural practices (such as grazing) into plans.
  - ability to incorporate social and economic perspectives into restoration work.
- Excellent written and verbal communication skills.
- Interpersonal skills, including a personal commitment and demonstrated ability to work with people from diverse backgrounds and perspectives in an inclusive and collaborative fashion.
- Position requires sitting, typing, standing, and walking (up to 3 miles) during site visits. Comfort in conducting fieldwork, often in remote areas, including walking over uneven terrain and on steep slopes, wading through swift streams, and working in inclement weather. Travel on gravel roads is expected.
- Valid driver's license with a clean driving record for the past 3 years.

### To apply

- Please submit a cover letter, resume, and three references as a single PDF file via email to [coordinator@coastfork.org](mailto:coordinator@coastfork.org).
- In your cover letter, please describe lived, professional, or educational experience working on or with a crew as well as your experience advancing diversity, equity, and inclusion in those circumstances. Please address the following (limit 2 pages)
  - Why you are interested in this position.
  - Previous relevant agricultural experience.
  - Why Diversity, Equity, and Inclusion are important to you.
  - Any additional information that you believe is relevant during the hiring process.
- Resume should include relevant education, degree(s), training, work, and lived experience. Please include the duration of previous relevant work experience and clearly define your role. Please limit the resume to two pages.
- The total application package should not exceed five pages.
- All emails - both application submittals and questions regarding the position should have: "Working Lands Project Manager- applicant last name" in the subject line.
- Incomplete or late applications will not be considered for the position.

*The Coast Fork Willamette Watershed Council is an equal opportunity employer, providing services to the public without regard to race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientations, and marital or family status. Applications from diverse backgrounds are encouraged to apply.*

**Questions regarding the position or application process may be submitted to the CFWWC Executive Director, Amanda Gilbert, via email – [coordinator@coastfork.org](mailto:coordinator@coastfork.org)**