



# CAREERS



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## MN Grazing Specialist - location negotiable

Regular Full-Time

Professional

Ortonville, MN, US

3 days ago

Requisition ID: 2404

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## PHEASANTS FOREVER AND QUAIL FOREVER

*The Habitat Organization*

### ***JOB VACANCY ANNOUNCEMENT***

**Grazing Specialist**

**1 Position**

**Ortonville, or Sleepy Eye, or St. James MN**

**Application Deadline: March 29, 2024**

**Anticipated Start Date: Flexible**

#### **Overview & Job Duties:**

Work in a joint capacity with Pheasants Forever, Inc. (PF), USDA Natural Resources Conservation Services (NRCS), Ducks Unlimited (DU) and additional partners to promote, accelerate enrollment, coordinate, and implement the voluntary conservation provisions of the Federal Farm Bill and related state, local and other voluntary conservation programs. The focus of this position will be to develop livestock grazing systems on private lands while also looking for opportunities to utilize livestock for grassland management on public land and private land. This position will look for innovative ways to incorporate technology and science to better serve livestock producers and incorporate best management practices to put more livestock to positively impact the quality and quantity of grasslands in Minnesota. Stay up to date with the latest research in coordination with regenerative agriculture and soil health metrics. This position will meet with local chapters of Pheasants Forever and other local partners to influence habitat management efforts and participate in statewide meetings related to grazing and grassland management. In addition, this position will be a leader within the MN Pheasants Forever team in providing the training and knowledge related to grazing for the field team. The incumbent will work in either Ortonville, Sleepy Eye, or St. James while covering a multi-county work area.

The exact office location is up to the applicant. The incumbent is an employee of Pheasants Forever, Inc. and receives supervision from Pheasants Forever with daily instruction provided by USDA-NRCS staff. The

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incumbent will serve as a USDA NRCS partner Livestock Grazing Systems Specialist providing grazing/wildlife aspects of all USDA NRCS Conservation Programs and other voluntary programs to private landowners and participants.

**Duties:**

- Develop Livestock Grazing System Plans with ranch and farm operators and other grassland resource decision-makers. Work with private producers and landowners to incorporate more perennial vegetation into their operations, which will increase nesting and brood rearing habitat on working lands. Perennial vegetation may be introduced grasses and legumes as well as native grasses and forbs where feasible.
- These duties involve working with farm and ranch operators in making pasture condition inventories, analyzing natural resource concerns, calculation of adequate livestock feed and forage, recommending perennial and annual livestock forages, developing livestock watering systems, and developing livestock fencing systems.
- Provide assistance during the establishment of facilitating livestock grazing practices; monitor and document changes in plant communities, rangeland health, pasture condition, vegetative cover, total annual production and soil health resulting from applied livestock grazing systems.
- Utilize and promote innovative approaches such as season long covers that encourage adding livestock back as a crop rotation and as a management tool on the farm.
- Identify opportunities and host field days and educational events that include producer involvement.
- Utilize the latest techniques through regenerative agriculture and soil health metrics to implement practices.

**Required Knowledge Skills and Abilities:**

- Ability to communicate clearly and effectively with farmers, landowners and partner agencies.
- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of grazing management, plant ecology, animal nutrition, livestock production, soil sciences and/or natural resources management.
- Knowledge of computer skills is required, and applicant should be familiar with ArcGIS, Word, and Excel.
- Excellent verbal and written communication.
- Ability to organize, develop, and implement educational and outreach activities, including workshops, seminars, and publications.
- Strong organizational skills.
- Valid driver's license required; some use of personal vehicle required (mileage reimbursement provided).
- Able to obtain USDA Federal Security Clearance and NRCS Conservation Planning Certification.

**What Your Week Will Entail:**

Once the incumbent is trained in program details and specifications, then a routine will be developed, and they will start to see an impact in their work area. During the growing season, the incumbent will spend an average of one to two days a week in the field doing site visits, evaluating pastures, making grazing site recommendations, identifying plants, and meeting producers. The other three to four days a week will be spent in the office doing data entry, drafting contracts, creating maps, and collaborating with partner staff on current and future projects. During the office time, there will be numerous interactions with landowners, giving technical and program information. During the non-growing season, more time will be spent in the office working on contracts, doing planning work in ArcGIS, still meeting with partners and landowners on project development, with only one day every couple of weeks outside on-site visits. Outreach in the form of workshops, training events, letters, phone calls, and social media will be a year-round activity to keep the public informed on current grazing programs offered by USDA and other agencies.

**Experience Guideline:** A Bachelor of Science Degree in Range Management, Agriculture, Biology, Wildlife, or closely related natural resources field is preferred. Applicants with a combination of an Associates degree and two years of relevant experience will also be considered.

**Starting Salary:** \$46,700 to \$54,400 commensurate with experience + student loan repayment program + health and retirement benefits (see our benefits summary at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) (<http://www.pheasantsforever.org/jobs>)).

**To Apply:** Please combine your cover letter, resume and three (3) references as a single Word document or PDF file before clicking the blue 'Apply' button and then uploading to the “Resume” area of your application on our recruitment website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) (<http://www.pheasantsforever.org/jobs>). For information regarding the position contact Josh Pommier, MN Private Lands Manager, at (320) 292-5860.

*Pheasants Forever, Inc and Quail Forever is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.*

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