



# CAREERS



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## ND Precision Ag & Conservation Specialist - location negotiable

Regular Full-Time  
Professional  
US

3 days ago  
Requisition ID: 2389

### Pheasants Forever AND Quail Forever

*The Habitat Organization*

#### *JOB VACANCY ANNOUNCEMENT*

### Precision Ag & Conservation Specialist

Location negotiable within  
northwest or north central North Dakota

**Application deadline:** March 29, 2024

**Anticipated start date:** May 2024

**Overview:** Pheasants Forever seeks a highly motivated team-oriented individual looking to join a dynamic team, with a passion for wildlife, conservation, agriculture, and technology that has an interest in working with farmers to find conservation-minded solutions. The employee will be a key member of the Precision Ag & Conservation Specialist Team within Pheasants Forever. This position offers a unique opportunity to modernize conservation delivery by work directly with farmers, private landowners, consultants, retail ag and partners to analyze operations based on economic performance and look at alternative practices that increase conservation adoption, habitat, and in-field profitability. The employee will process and analyze relevant on-farm data to provide profitability scenarios and Return on Investment (ROI) planning to farmers using a host of software platforms. Employee will also develop and present economic scenarios for conservation, habitat, working lands and other best management practices on acres that will result in increased profitability. The employee will be based out of a home office with regular travel within the project area and on-farm visits. Some overnight travel is required for trainings and Team meetings. The project area focuses on the northwest/north central portion of North Dakota. This position will be located in the heart of the Prairie Pothole Region of North Dakota known for its hunting, fishing and outdoor recreation opportunities.

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**Duties:**

- Lead in the identification and engagement of interested farmers.
- Collaborate with farmers to provide economic analyses of best management practices that increase producer profitability and create habitat.
- Make sound and ethical recommendations to maximize profitability for producers while providing water, soil and wildlife benefits.
- Develop and maintain relationships with agricultural partners consistent with their needs/wants.
- Facilitate a high-level of communication between the farmer (including trusted advisors) and partners.
- Focus on understanding producer needs and provide feedback on ways to improve performance.
- Serves as the liaison between farmers requesting alternative options and appropriate NDGFD biologist, SCD, 319, USDA or other partner personnel.
- Complete customer tracking, data entry and project reports in an accurate and timely manner.
- Organize and host workshops, field days and conduct other outreach efforts.
- Be an active and engaged member of the North Dakota Team.

**Required Knowledge, Skills, and Abilities:**

- Strong customer relations and interpersonal skills, ability to communicate effectively, and exceptional attention to detail.
- Ability to make initial contacts, cold calls and develop new relationships using various methods.
- Self-motivated and able to work independently without direct supervision.
- Knowledge or the ability to understand modern farm equipment, technology, and practices.
- Commitment to maintain standards and address issues in a timely, professional manner.
- Working knowledge of common conservation programs and practices (State and Federal) in the northern Great Plains.
- Must have experience with ArcGIS or other mapping software with the ability to import and export data, create, and edit shapefiles, and create professional looking maps.
- Valid driver's license is required, with a mileage reimbursement provided (current IRS rate: \$0.5850/mile). Work-related travel can range from 6,000-10,000 miles/year.

**Training and Experience Guideline:** Applicants for this position should possess a bachelor's degree in Natural Resources Management, Wildlife Management, Precision Agriculture, Agronomy, Ag Systems Technology, Ag Business, or related field. Candidates with an associate degree and 5 or more years of relevant experience will be considered. Experience working on a farm operation and knowledge of Conservation Programs is strongly preferred. A passion for the outdoors, conservation and working directly with farmers, private landowners and other professionals is highly beneficial.

**Salary Range:** Commensurate with experience + 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** into a *single* Microsoft Word document or PDF file before uploading to the “Resume” section of your application on our Recruitment website at: [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) (<http://www.pheasantsforever.org/jobs>).

**Contact:** Emily Spolyar, PF/QF North Dakota State Coordinator, (517) 250-2440.

*Pheasants Forever & Quail Forever are 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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