JOB VACANCY ANNOUNCEMENT

Grasslands and Grazing Coordinator
Location: Middle Tennessee (NRCS Area 2)
(Office space provided in, Springfield, TN USDA Service Center)

Application Deadline: July 27, 2023
Start Date: August 2023

Overview: The Tennessee Quail Forever Grasslands and Grazing Coordinator will provide focused guidance to address state identified resource concerns in the currently established 26 county NRCS Area 2 (Middle TN). The WLFW Grazing and Grasslands Coordinator will work with local USDA service centers through the WLFW program. The partnership goal is to promote the installation of native grass/cover crop into successful production agriculture systems to improve forage, drought resistance, soil health, water quality, and wildlife habitat. The coordinator will work in joint capacity with partner agencies to promote, coordinate and implement conservation provisions of the Federal Farm Bill on private lands, with primary focus on the Environmental Quality Incentives Program (EQIP) Working Lands for Wildlife (WLFW) Bobwhite Quail initiative. Conservation delivery may also involve other relevant Farm Bill programs such as the Conservation Reserve Program (CRP), general EQIP, and the Conservation Stewardship Program (CSP), as well as state and local habitat programs and initiatives. General duties will include all aspects of wildlife habitat planning, contract coordination, conservation plan writing, site assessment/eligibility determination, program promotion/outreach, landowner technical assistance, and reporting. The position will work to engage agricultural partners to meet common objectives, gain capacity for increased adoption of conservation principles that result in profitability for producers, conserve soil, and improve water quality and wildlife resources.

Specific Duties:
- Provide on-site technical assistance for conservation practice implementation (wildlife habitat/promotion of perennial NWSG and forbs as forage) and guidance to private landowners, government agencies, non-government organizations, livestock grazing professionals and other groups for USDA NRCS conservation programs. Training provided jointly by NRCS, DOW, ODA, and QF.
- Knowledge of, and/or practical experience with, agricultural operations with emphasis on livestock and grazing systems (i.e. summer forage solutions).
- Complete conservation plans, job sheets, wildlife habitat evaluation guides (WHEG) and other required documentation for the conservation programs requiring biological expertise in cooperation with the listed partners.
- Communicate program requirements, complete site visits to determine eligibility, and develop contract documents for applicants and participants of USDA-NRCS conservation programs and other local and state programs.
- Review plans and specifications for feasibility for implementation under Farm Bill program contract rules, etc.
- Accelerate conservation program enrollment by coordinating with partners and conducting outreach such as workshops, field days, grazing/hay schools, demonstration events, and habitat tours.
- Work with local QF chapters and other local partners to assist with habitat program education and outreach and provide technical assistance for regional habitat projects and participate in statewide habitat meetings.
- Facilitate the development of grazing systems utilizing best management practices (BMP’s) approaches with partners.
- Implementation of 3-6 demonstration areas focused on NWSG and forbs on grazing NWSG and forbs in key locations throughout the 26-county area, including data collection to establish baseline Tennessee examples on weight gains, economics, forage quantity and quality, etc.

Desired Knowledge, Skills and Abilities:
• Ability to build trust and communicate clearly and effectively with farmers, ranchers, agricultural partners and other agencies is key to making this position successful.
• Ability to coordinate diverse stakeholder groups, identify common ground, develop strategy, and drive on-the-ground conservation results.
• Ability to work independently with little supervision and with diverse clientele. Must be a motivated self-starter with strong interpersonal skills.
• Knowledge of wildlife ecology, grassland, wetland, and early succession habitat management including the ability to utilize various habitat management tools in the development of management plans.
• Knowledge of conservation and wildlife habitat programs provided by federal (i.e. Farm Bill, US Fish and Wildlife Service), state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
• Ability to schedule, organize and participate in field days/special events to promote and demonstrate conservation grazing principles that are mutually beneficial to producers and the states natural resources.
• Ability to write, design and implement grazing plans per NRCS guidelines.
• Excellent verbal and written communication skills.
• Strong organizational skills, with demonstrated ability to manage demanding workloads.
• Proficiency with ArcGIS, GPS, Microsoft Office Suite (Excel, Word, PowerPoint, Outlook, etc.)
• Valid driver’s license required; some use of personal vehicle required (mileage reimbursement provided).
• Must be able to obtain USDA Federal Security Clearance.

**Education and Experience Preferred:** A minimum requirement for this position is a Bachelor of Science Degree in Range Management, Agriculture, Forestry, Wildlife Management or closely related natural resources field with a minimum of three years related experience. Proven experience working with USDA Farm Bill programs (CRP, CREP, ACEP, EQIP and CSP) is preferred. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands. A successful applicant must enjoy working with private landowners to achieve their objectives. Demonstrated interest, training, and experience in both grazing and wildlife is also ideal.

**Starting Salary:** $52,000 + benefits

**To Apply:** Please combine your cover letter, resume and 3 references into a single Microsoft Word document or PDF file before uploading to the “Resume” area of your application on the Recruitment website at [www.quailforever.org/jobs](http://www.quailforever.org/jobs) (our benefits summary is also available here).

**If you have questions, please contact:** Brittney Viers, Tennessee Quail Forever State Coordinator, [bviers@quailforever.org](mailto:bviers@quailforever.org) or (731)-358-1860.

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