



## CONSERVATION AGRONOMIST

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<b>POSITION CLASSIFICATION:</b>	Specialist
<b>STATUS:</b>	Non-exempt, regular full-time position with benefits.
<b>HIRING RANGE:</b>	\$51,792 – \$67,891 DOQ (not including the following benefits: Paid holidays, vacation leave, sick leave, PERA retirement, life insurance, and monthly taxable fringe benefit or group plan enrollment according to SWCD policies). Position may be eligible for a hiring bonus.
<b>HOURS/DAYS:</b>	Normal schedule: Monday – Friday 8:00 AM - 4:30 PM; some evening/weekend meetings. Hybrid work schedule may be available after probation.
<b>LOCATION:</b>	2008 Mahogany Street, Suite 3, Mora, MN 55051
<b>APPLICATION DEADLINE:</b>	Saturday, June 13, 2026 11:59 PM

Kanabec SWCD is seeking a Conservation Agronomist to work directly with farmers and landowners to address on-farm resource concerns. Based out of the USDA Mora Service Center, this position works closely with the Natural Resources Conservation Service (NRCS) and local partners to implement practical, agronomy-based solutions that improve soil health, water quality, and long-term productivity. This role is well-suited for individuals with a background in production agriculture interested in applying that experience to conservation-focused agronomy and whole-farm planning.

**This position is funded through external sources and is anticipated to continue for a two-year period, with continuation dependent on funding and performance.** Employment may be renewed or terminated by either the employer or employee in accordance with District policies.

### What You'll Do

*These examples are intended to describe the general nature and level of work being performed by people in this position.*

*They are not intended to be construed as an exhaustive list of all responsibilities and duties performed by personnel in this position.*

- Work with producers to assess resource concerns and develop conservation plans addressing erosion, nutrient loss, soil health, and water quality
- Provide technical assistance and soil health education on crop systems, rotation, cover crops, and nutrient management
- Use ArcGIS and related tools to support conservation planning and implementation
- Apply agronomic knowledge, including pesticide decision-making and pollinator considerations
- Support implementation through programs such as the Minnesota Agricultural Water Quality Certification Program
- Estimate and document soil loss and pollutant reduction associated with conservation practices

### Minimum Qualifications

*Equivalent combinations of education and relevant agricultural experience will be considered.*

- Experience in Minnesota cropping systems and agricultural production
- Experience with conservation planning or applying soil health practices in working systems
- Strong working knowledge of agronomy, including nutrient and pest management
- Knowledge of Minnesota soils and soil and water-related laws
- Experience with cover crops and conservation-focused crop management
- Strong analytical skills and ability to develop and demonstrate proficiency in estimating soil loss and pollutant reduction using standard state and federal conservation planning tools within the first year of employment
- Working knowledge of ArcGIS or similar tools, and ability to manage data, records, and reports
- Strong communication and organizational skills; ability to work independently and collaboratively; proficiency with Microsoft Office

### **Preferred Qualifications**

- Degree or certificate in agronomy or related field, or ability to obtain Job Approval Authority (JAA) within 18 months
- Experience with conservation planning through SWCD, NRCS, or similar programs
- Experience creating and editing ArcGIS maps in applied settings
- Familiarity with tools such as RUSLE2, WEPS, MinnFARM
- Experience with data tracking, reporting, or grant-related work
- Experience operating or transporting agricultural or conservation equipment

### **Work Environment**

*This position includes a combination of office and field work.*

- Combination of office and field work, including outdoor conditions, uneven terrain, and occasional lifting.
- Position is based out of a USDA Service Center, co-located with the Natural Resources Conservation Service (NRCS) and Farm Service Agency (FSA).
- This position reports to the Kanabec SWCD District Manager.

### **Additional Requirements**

- Must possess a valid driver's license and the ability to travel throughout the state for field work.
- Employment is contingent upon successful completion of required background checks and proof of legal authorization to work in the U.S.

### **Apply**

Submit cover letter, application, resume, and three references via email to:

Jaren Peplinski, District Manager

jaren@kanabecswcd.org

(320) 679-1391

Kanabec Soil and Water Conservation District is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, veteran status, or any other protected status. Veterans preference will be applied in accordance with Minnesota law. Individuals with disabilities are encouraged to apply.