



Lake County Resource Conservation District  
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Harry Lyons  
President

## **Lake County Resource Conservation District** **Soil and Water Specialist - Position Description 2024**

### **Organizational Background**

The Lake County Resource Conservation District (LCRCD) is dedicated to the locally-led, long term sustainable conservation and stewardship of natural resources and agriculture in Lake County, California. LCRCD is a non-regulatory, Special District of the State of California that provides conservation assistance to private landowners across Lake County. Originally formed by Congress for soil conservation, the expanded mandate today includes forest and watershed health, fish and wildlife habitat enhancement and restoration, invasive species management, conservation planning, and education. RCDs combine the accountability and transparency of a public agency with the flexibility and non-regulatory approach of a non-profit organization. This nimbleness allows RCDs to adapt to the ever-changing needs of our communities, build trusted relationships, and act as the crucial bridge that connects individuals with state and federal partners and programs. The LCRCD works collaboratively with the Lake County governmental bodies, State and Federal agencies, and non-governmental organizations. Be part of a growing team to build environmental stewardship programs for Lake County.

### **Position Summary**

The Agriculture Technical Assistance staff person applies their knowledge and understanding of agriculture, and the natural and physical sciences to ensure that best management practices are being utilized at every opportunity on Lake County agricultural lands. Your education, experience, and aptitude will provide multiple avenues to contribute and distinguish yourself by developing trust-based relationships with the County's producers and designing resource strategies. The Lake County RCD Ag TAP will work closely with the North Coast Soil Health Hub, neighboring RCDs, local agricultural groups, and the USDA [Natural Resource Conservation Service](#) (NRCS). Most critically, the Ag TA staff will assist landowners with developing, funding, and implementing projects related to on-farm and ranch conservation.

### **Responsibilities And Duties**

- Conduct outreach and provide education to farmers and ranchers on soil health and water conservation
- Coordinate and host soil and water conservation workshops
- Initiate contact and develop relationships with Lake county producers
- Assist farmers and ranchers with submitting conservation practice implementation State, Federal, and private grant applications
- Conduct on-farm irrigation evaluations
- Collaborate with key partners of the LCRCD including the Farm Bureau, North Coast Soil Health Hub, California Farm Demonstration Network, and Lake County leadership

- Maintain detailed records of grant tasks and deliverables completed, prepare quarterly reports and invoicing
- Work closely with the NRCS to assist clients with applications and development of conservation plans. NRCS role will be supported by on-the-job, classroom, and online training on NRCS programs, planning, and conservation planning tools.

## **Skills and Qualifications**

### REQUIRED QUALIFICATIONS

- Associate degree or higher in Agriculture, Natural Resources Management, Soil Science, or related field.
- Extensive knowledge of general agricultural conservation concepts, including soil health, water conservation, habitat restoration, and other on-farm and ranch practices
- Two years + work experience in agriculture or related field
- Experience providing technical assistance to agricultural producers
- Experience with irrigation data collection tools
- Experience developing and implementing conservation plans
- Basic GIS and/or other mapping
- Ability to establish and maintain effective working relationships LCRC staff, community groups, and partner organizations
- Proficiency in a variety of workplace software programs, including Microsoft Suite, Google Workspace, Zoom.
- Must maintain and carry a valid California driver license
- Must be capable of safely and effectively operating (run, maneuver, navigate and drive in various types of territory) four-wheel drive vehicles
- Proven success working with a diversity of customers/clients
- Ability to maintain a positive attitude
- Ability to always maintain a high level of safety for yourself and others
- Ability to communicate effectively and problem solve
- Flexibility to assist with a variety of tasks to support LCRCD needs

### DESIRED QUALIFICATIONS

- Bachelor's degree or higher in Agriculture, Natural Resources Management, Soil Science, or related field.
- Knowledge of USDA Conservation Practice Standards
- Project Management experience and/or desire to learn
- Familiarity with State and Federal agriculture cost-share programs
- Plant identification skills and familiarity with the local flora
- Experience with grant writing and grant management

### PHYSICAL REQUIREMENTS

This is a field position and requires extensive time outdoors on varied terrain. Soil and Water Specialist must be able to travel throughout Lake County on a regular basis.

- While performing the duties of this position, the employee is frequently required to walk, sit, and communicate. The employee is occasionally required to stand; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl
- The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 50 pounds

- Specific vision abilities required by this position include close, distance, color, peripheral, depth perception, and ability to adjust focus
- While performing the duties of this position, the employee is regularly exposed to outside adverse weather and field conditions including steep difficult terrain
- As the employee is often required to use four-wheel drive, all-terrain vehicles, and chainsaws, the employee is regularly exposed to moving mechanical parts; high, precarious places; and fumes or airborne particles
- The noise level in the work environment is usually moderate
- This position may require the following equipment when in the field: eye protection, hearing protection, safety shoes, leather/rubber gloves, sleeve protection and a hard hat. Position travels within a local nature (within 100) miles usually by truck

### **BENEFITS**

- This is a non-exempt position, part-time (20-30 hour), at-will position at a pay rate of \$30-\$35/hour. If interested in full time employment, please address in cover letter
- After a six-month probationary period, performance and compensation will be reviewed.
- Benefits include 40 hours of sick-leave. Additional benefits available at full-time status

### **LOCATION**

Remote work with regular on-site, in-person field work.

### **APPLICATION INSTRUCTIONS**

Please submit a cover letter and resume to [lakecountyrcdjobs@gmail.com](mailto:lakecountyrcdjobs@gmail.com) with the subject "Soil and Water Specialist". Applications will be accepted until the position is filled.

*The RCD is an equal opportunity employer. Candidates reflecting the social diversity of California are strongly encouraged to apply.*