



Maryland Association of Soil Conservation Districts

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Part-time Contractual Position Descriptions

The Maryland Association of Soil Conservation Districts (MASCD) is offering three part-time contractual, grant-funded positions to work within the state of Maryland on two different projects. It is anticipated that two positions will be located on the Eastern Shore and one in Central Maryland. As many of the functions of the positions are similar, the successful applicants may be cross-trained.

Nutrient Trading Coordinators

Description:

Two part-time contractual positions to assist the Maryland Department of Agriculture (MDA) and MASCD to undertake activities to advance nutrient trading opportunities for Maryland farmers.

Duties:

1. Complete the assessment of agricultural properties to determine program eligibility, baseline compliance, and nutrient offset credit generating capacity by working directly with agricultural landowners and operators, brokers and aggregators, and soil conservation district staff;
2. Assist in the development and procurement of appropriate documentation for the submission of applications and other materials for participation in MDA's Nutrient Trading Program, MASCD's Eco-Trading Project, or associated endeavors;
3. Disseminate information about the concepts of ecosystem services and environmental trading, as well as promote participation in Maryland's trading programs, among agricultural and environmental groups, local, state, and federal agency staff members, and other interested parties;
4. Coordinate with MASCD and MDA in providing training for Maryland's soil conservation district staff and other interested parties in the use of the Nutrient Trading Program's online suite of tools;
5. Perform verifications of credit certification and registration applications as directed by MDA to determine adherence to soil conservation and water quality management plans, suitability of existing and/or planned practices or structures and their conformity with accepted specifications and standards, and make recommendations for acceptance or rejection of submissions; and
6. Other duties as assigned.

Qualifications:

1. Bachelor's degree or graduate degree from an accredited college or university in natural resources, agriculture or related field;

2. At least one year of experience in planning, engineering or program administration work related to soil and water conservation, water quality protection, nutrient management or related agricultural or natural resources program. (Additional years of experience may be substituted for the required education);
3. Knowledge of soil and water conservation principles, methods and procedures, nutrient management and agricultural conservation best management practices (BMPs);
4. Ability to apply laws, rules and regulations concerning soil and water conservation programs;
5. Competence in use of program manuals, forms, computer skills and web-based resources, including GIS capability, nutrient management planning and soil and water conservation principles to assure compliance with program requirements;
6. Communication skills in preparing and presenting program materials and reports and public speaking to effectively promote the Nutrient Trading Program;
7. Ability to make sound judgments and appropriate recommendations;
8. Ability to establish and maintain cordial working relationships with state, federal and community representatives, farm operators, landowners, credit brokers and aggregators, soil conservation district staff and the general public;
9. Preference will be given to candidates with MDA nutrient management certification, Comprehensive Nutrient Management Planning certification and competence with using MNTT, however training can be provided.

Farm Stewardship Certification and Assessment Program (FSCAP)

Description:

One part-time contractual position to assist the MASCD to assess and certify farms, primarily on the Eastern Shore of Maryland in the FSCAP program.

Duties:

1. Work with the local soil conservation districts, University of Maryland Extension and farm organizations to promote FSCAP and identify potential candidates.
2. Complete the assessment of agricultural operations equivalent of a nutrient management inspection by a Maryland Department of Agriculture (MDA) Inspector and make a determination that a farm has a level of conservation practices that prevents any significant sources of pollution from leaving the farm;
3. Disseminate information about FSCAP among agricultural and environmental groups, local, state, and federal agency staff members, and other interested parties;
4. Complete baseline assessments of farms using the Nutrient Trading Program's online suite of tools; and
5. Other duties as assigned.

Qualifications:

1. Bachelor's degree or graduate degree from an accredited college or university in natural resources, agriculture or related field.
2. At least one year of experience in planning, engineering or program administration work related to soil and water conservation, water quality protection, nutrient

management or related agricultural or natural resources program. (Additional years of experience may be substituted for the required education.)

3. Knowledge of soil and water conservation principles, methods and procedures, nutrient management and agricultural conservation best management practices (BMPs).
4. Competence in use of program manuals, forms, computer skills and web-based resources, including GIS capability, nutrient management planning and soil and water conservation principles to assure farms meet FSCAP requirements.
5. Communication skills in preparing and presenting program materials and reports and public speaking to effectively promote the FSCAP Program.
6. Ability to make sound judgments and appropriate recommendations.
7. Ability to establish and maintain cordial working relationships with state, federal and community representatives, farm operators, landowners, soil conservation district staff and the general public.
8. Preference will be given to candidates with MDA nutrient management certification, Comprehensive Nutrient Management Planning certification and competence with using MNTT, however training can be provided.

These are part-time position with an hourly-rate of compensation commensurate with qualifications, plus travel and office expense but with no additional benefits. Training will be provided where necessary. A vehicle and laptop computer may be provided. Office space may be provided depending on location or the individual may work from home. These positions require certain activities to be completed during normal business hours but may also include evening and weekend hours. As much of this work involves face-to-face time with farmers, the heaviest workload will be during periods of the year when farmers are least busy.

Send resumes to lynnehoot@aol.com or mail to Lynne Hoot, MASCD, 53 Slama Road, Edgewater, MD 21037 by **November 28**.