

Conservation Technician I, II, or III – Soil Health Focus

Position Title: Conservation Technician I, II, or III – Soil Health Focus

Position Location: Preston, Minnesota

Employment Term: Full Time with Benefits

First Review of Applications: January 3rd, 2025

Anticipated Starting Salary: \$50,086.40 to \$58,073.00

Position Salary Range: \$50,086.40 to \$71,294.08

Position Purpose:

Performs intermediate technical work assisting in soil health programs; Minnesota Buffer Law compliance; water quality monitoring; maintaining records of development; promoting conservation practices through outreach and extension; and related work as assigned.

Essential Functions:

Soil Health Program Management and Technical Assistance

- Serve as soil health primary contact for the Fillmore SWCD utilizing and promoting principles of soil health and climate smart agriculture;
- Administer Climate-Smart Alliance Pilot program, BWSR Soil Health RCPP funding, and other related grant programs between district staff, agency partners, and/or consultants;
- Complete contract development related to job duties, certify projects, maintain records of work, track project status, and update District Administrator;
- Possess Job Approval Authority (JAA) in soil health and grazing related ecological practices, or obtain applicable JAA in a timely manner;
- Design conservation practices that improve soil health set to NRCS standards, including, but not limited to, Cover Crops, Residue and Tillage Management, Conservation Planning, Crop Rotation, Minimum Tillage, No-Till, and other related practices;
- Design conservation practices related to grazing plans set to NRCS standards, including Fencing, Pipeline, Heavy Use Protection, Lanes, Pasture Seedings, Tanks, Stream Crossing, Wells/ Pumping Plants;
- Leads and/or participates in education and promotion of soil and water conservation efforts including youth programs and conservation curriculum development, and preparation of media articles.

Minnesota Buffer Law Compliance

- Administers Minnesota Buffer Law program in Fillmore County;
- Conducts compliance reviews through in-person inspection or aerial imagery for the Minnesota Buffer Law program;
- Determines compliance and addresses non-compliant landowners;
- Informs Fillmore County Zoning office of non-compliant landowners for further enforcement;
- Enters and reports data to state agencies.

Water Quality and Ecological Sampling

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- Assist on grant programs funded by Minnesota Pollution Control Agency, Minnesota Department of Agriculture, and other similar sources;
- Conducts water quality monitoring activities including sample collection, site assessment, observation recording, site equipment repair and maintenance, and data management;
- Investigates needs through mapping and data analysis using GIS, Excel, and other analytical computer programs;
- Assists in performing water quality laboratory duties including sample preparation, analysis, and reporting related to the Districts Bacteria and Nitrate sample work;
- Performs other duties as assigned or requested.

Other Duties as Prescribed

- Research new programs and funding opportunities to determine fit in local communities;
- Work with district staff and supporting agencies to draft and submit new project grant proposals;
- Willingness to collaborate with supporting agencies on new projects;
- Accept other duties as assigned by the District Administrator or SWCD Board of Supervisors.

These duties are general in nature and are not to be construed as an exhaustive list of all duties performed. Changes in duties may arise with available funding.

District Benefits:

- 11 Paid Holidays
- 191.88 hours of Paid Time Off annually, with progressive increases
- Access to Deferred Compensation Plan, HSA, and FSA
- Career Ladder based on JAA leading to progressively higher salary
- Single and Family Health and Dental Insurance; Single Vision Insurance
- Pension with employer contribution 7.5% of salary
- \$1,925 Annual Medical Stipend

Qualification Requirements:

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To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.

Conservation Technician I	Conservation Technician II	Conservation Technician III
<p>Associates/Technical degree in natural resources, or related field, and some experience in natural resources conservation and production agriculture, or equivalent combination of education and experience.</p> <p>(Combination of 2-3 years)</p>	<p>Associates/Technical degree in natural resources, or related field, and considerable experience in natural resources conservation and production agriculture, or equivalent combination of education and experience.</p> <p>(Combination of 4-7 years)</p> <p>Bachelor's degree in place of experience</p>	<p>Associates/Technical degree in natural resources, or related field, and extensive experience in natural resources conservation and production agriculture, or equivalent combination of education and experience.</p> <p>(Combination of more than 8 years)</p> <p>Bachelor's degree in place of experience</p>
<p>Skills and Abilities</p> <ul style="list-style-type: none"> • Ability to solve problems within scope of responsibility; ability to communicate effectively in oral and written form. • Ability to plan, organize, and carry out projects effectively. • Ability to interpret data and prepare reports. • Ability to make arithmetic computations using whole numbers, fractions, and decimals. • Skill and ability to create maps and charts. • Skill and ability to effectively use personal computers. • Establish and maintain effective working relationships with associates, engineers, contractors, supervisors, landowners, government officials, other agencies and organizations, and the general public. • Ability to hold outreach and extension events. 	<p>Skills and Abilities</p> <ul style="list-style-type: none"> • Same as Conservation Technician I. • Ability to compute rates, ratios, and percentages, ability to perform land slope, volumetric, and area calculations. • Skill and ability to perform calculations and results of parcel investigation for structural designs. • Ability to conduct project estimates and proposal layouts. • Skill and ability to effectively use personal computers associated position-related software packages, hardware, and peripheral position-related equipment. • Assists the Soil Health Technician on ecological projects, as directed by District Administrator. • Assists the Resource Conservationist on engineering projects, as directed by District Administrator. <p>General knowledge of:</p> <ul style="list-style-type: none"> • Knowledge of legal abstract and easement survey descriptions. • Knowledge of electrical components and circuitry (A/C and D/C). • Knowledge of and ability to use automatic water sampling equipment. 	<p>Skills and Abilities</p> <ul style="list-style-type: none"> • Same as Conservation Technician I and Technician II. • Strong Project Management skills. • Ability to apply for and secure grant funding for new district projects (both technical and outreach). • Ability to lead ecological and/or engineering projects, as directed by the District Administrator. <p>Thorough knowledge of:</p> <ul style="list-style-type: none"> • Knowledge of legal abstract and easement survey descriptions. • Knowledge of electrical components and circuitry (A/C and D/C). • Knowledge of and ability to use automatic water sampling equipment. • Knowledge of engineering drawings and blueprints for structural conservation practices. • District policies, practices, and procedures. • Knowledge of Federal and State ordinances, laws, regulations pertaining to natural resources conservation implementation practices. • Knowledge of standard operating protocols for implementing District and State conservation programs.

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	<ul style="list-style-type: none"> • Knowledge of engineering drawings and blueprints for structural conservation practices. • District policies, practices, and procedures. • Knowledge of Federal and State ordinances, laws, regulations pertaining to natural resources conservation implementation practices. • Knowledge of standard operating protocols for implementing District and State conservation programs. 	
<p>Training and Certificates</p> <ul style="list-style-type: none"> • Valid driver's license in the State of Minnesota. • Training related to the Minnesota Wetland Conservation Act. • Training related to CREP and RIM programs. 	<p>Training and Certificates</p> <ul style="list-style-type: none"> • Same as Conservation Technician I. • Basic Hydrology Training. • USDA Natural Resources Conservation Services Conservation Planning. • USDA Information Security Awareness. • Basic Life Support. • Basic First Aid. 	<p>Training and Certificates</p> <ul style="list-style-type: none"> • Same as Conservation Technician I and II.
<p>JAA and Technical Expertise</p> <ul style="list-style-type: none"> • Within 3 years: Complete JAA on 1 engineering practice as assigned by District Administrator. 	<p>JAA and Technical Expertise</p> <ul style="list-style-type: none"> • To be considered for Conservation Technician II and within 7 years: Complete JAA on 3 practices, as assigned by District Administrator. Preferably 2 engineering practices and 1 or more ecological practices. 	<p>JAA and Technical Expertise</p> <ul style="list-style-type: none"> • To be considered for Conservation Technician III and within 8 years: Complete JAA on 4+ practices, as assigned by District Administrator. Preferably 2 engineering practices and 2 or more ecological practices. • Apply to train others in select JAA practices.

Physical Requirements:

This work requires

- The frequent exertion of up to 25 pounds of force;
- Occasional exertion of up to 100 pounds of force;
- Frequent standing, walking, speaking or hearing, lifting and repetitive motions;
- Occasional sitting, using hands to handle or feel, climbing or balancing, stooping, kneeling, crouching or crawling and pushing or pulling;
- Close vision, distance vision, ability to adjust focus, depth perception, color perception, night vision and peripheral vision;
- Vocal communication for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly;
- Hearing to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound;
- Visual inspection involving small defects and/or small parts, using of measuring devices, assembly or fabrication of parts within arm's length, operating machines, operating motor vehicles or equipment and observing general surroundings and activities;

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- Work frequently requires exposure to outdoor weather conditions and occasionally requires working near moving mechanical parts and Flowing Watercourse;
- Work is generally in a moderately noisy location (e.g., business office, light traffic);
- Exposure to fumes or airborne particles.