

# Soil Health Specialist I or II

**Position Title:** Soil Health Specialist I or II

**Position Location:** Preston, MN

**Employment Term:** Full Time with Benefits

**Application Deadline:** Rolling Deadline, First Review of Applicants April 24th, 2026

**Hiring for Soil Health Specialist I,II. 2026 Salary Range:** \$56,328 - \$75,628 annually

**Salary range Soil Health Specialist I,II,III is:** \$56,328 - \$80,175 annually

## **Objective:**

Seeking a dynamic, self-starter with a passion for progressing Soil Health Agricultural Best Management Practices in their local communities via outreach, education, and technical assistance.

## **Position Description:**

The Soil Health Specialist I or II will work within Fillmore County and the Root River Watershed to perform technical assistance and outreach services focusing on accelerating the adoption of climate-smart best management practices. Position will include aspects of technical assistance, education, outreach, and grants and program management. Candidates will have the ability to take ownership of the programs they administer and be encouraged to develop novel approaches to best serve surrounding communities.

## **Application Packet Requirements:**

cover letter, resume, and Fillmore SWCD application found at <https://www.fillmoreswcd.org/employment>

### Essential job duties include:

#### Program Management, Technical Assistance, and Training (60%)

- a. Serve as Soil Health Program lead for the Fillmore SWCD utilizing and promoting principles of soil health and climate smart agriculture.
- b. Administer Soil Health Programs, including Climate-Smart Alliance Pilot Program, Groundwater Protection and Soil Health Initiative, MDA Farm Walkover Program- MAWQCP focus, BWSR Soil Health Grant Programs, and other related grant programs.
- c. Serve as lead contact in managing project workflows with external consultants.
- d. Co-Administer Buffer Law compliance, Reinvest in Minnesota (RIM), the Conservation Reserve Enhancement Programs (CREP) for Fillmore County.
- e. Complete contract development related to job duties, certify projects, maintain records of work, track project status, and update District Administrator.
- f. Possess Job Approval Authority (JAA) in soil health related ecological services practices, or obtain applicable JAA in a timely manner.
- g. Participate and receive training on leading-edge soil health strategies and practices that lead to obtainment of JAA.
- h. 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.
- i. Once trained in applicable JAA, assist with training partnering SWCDs

#### Outreach and Network Building (30%)

- a) With help of other District staff and supporting agencies, develop novel outreach campaigns aimed at increasing awareness and adoption of climate-smart agriculture BMPs.
- b) Increase local awareness of SWCD programs through leading on-farm meetings, group workshops, mailing and social media campaigns related to climate-smart agriculture.
- c) Increase farmer enrollment in district and partner conservation programs.

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- d) Build strong working relationships with other agronomy professionals in the area through networking coordination.
- e) Represent Fillmore SWCD on committees such as SE Landscape Committee, and Root River's Local Forestry Team.

New Program innovation, or other duties as prescribed (10%)

- a) Research new programs, funding opportunities, and novel Soil Health BMPs to determine fit in local communities.
- b) Work with district staff and supporting agencies to draft and submit new project grant proposals.
- c) Willingness to collaborate with supporting agencies on new projects.
- d) Accept other duties as assigned by the District Administrator or SWCD Board 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:

- 11.5 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 achieving on-job training, leading to progressively higher salary.
- Health, Vision, and Dental Insurance.
- Pension with employer contribution 7.5% of salary.
- \$2,200 Annual Medical Stipend.
- Short Term Disability and Life Insurance
- MN Paid Family Medical Leave.

### Qualification Requirements:

- Valid driver's license is required.
- The requirement differences between a Specialist I and II are as follows:

Soil Health Specialist I	Soil Health Specialist II
Associates/Technical degree in natural resources, agriculture or related field, and some experience in agriculture or soil conservation or equivalent combination of education and experience (Combination of 2-5 years.)	Associates/Technical degree in natural resources, agriculture or related field, and considerable experience in agriculture or soil conservation or equivalent combination of education and experience (Combination of 6-9 years.)
<b>Skills and Abilities</b> <ul style="list-style-type: none"> <li>• Skill and ability to effectively use personal computers.</li> <li>• Skill and ability to create maps and charts.</li> <li>• Ability to interpret data and prepare reports.</li> <li>• Ability to make arithmetic computations using whole numbers, fractions, and decimals; ability to compute rates, ratios, and percentages.</li> <li>• Ability to compute rates, ratios, and percentages.</li> <li>• Ability to operate District vehicles appropriately and safely.</li> <li>• Ability to communicate effectively in oral and written forms.</li> <li>• Ability to establish and maintain effective working relationships with clients, associates, engineers, agronomists, supervisors, landowners, farmers, government officials, other agencies and organizations, and the public.</li> </ul>	<b>Skills and Abilities</b> <ul style="list-style-type: none"> <li>• Same as Soil Health Technician I.</li> <li>• Skill and ability to effectively use personal computers, associated position-related software packages, hardware, and peripheral position-related equipment.</li> <li>• Ability to plan, organize and carry out projects effectively.</li> <li>• Ability to solve problems within scope of responsibility.</li> <li>• Management of district ecological projects, including coordinating with conservation tech.</li> </ul> <p>Significant knowledge of:</p> <ul style="list-style-type: none"> <li>• District policies, practices, and procedures.</li> <li>• Federal and State ordinances, laws, regulations pertaining to natural resources conservation implementation practices.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Standard operating protocols for implementing District and State conservation programs.</li> <li>• NRCS Practice Standards.</li> <li>• Risk Management Agency (RMA).</li> <li>• Gopher One Call policies and procedures.</li> <li>• Minnesota Cultural Resources Guidance.</li> <li>• Farming practices, tillage equipment, crop rotations, livestock needs and basic animal husbandry.</li> </ul>
<b>Training and Certificates</b> <ul style="list-style-type: none"> <li>• Within 5 years: Achieve Certified Conservation Planning (CCP)</li> <li>• Within 5 years: Achieve Job Approval Authority training</li> </ul>	<b>Training and Certificates</b> <ul style="list-style-type: none"> <li>• Same as Soil Health Technician I</li> </ul>
<b>JAA and Technical Expertise</b> <ul style="list-style-type: none"> <li>• Within 5 years: Complete at training in at least 4 ecological JAA practices as directed by the District Administrator</li> </ul>	<b>JAA and Technical Expertise</b> <ul style="list-style-type: none"> <li>• To be considered for a Soil Health Tech II and within 9 years: Complete training in at least 6 ecological JAA practices as directed by the District Administrator</li> </ul>

### 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 and
- Occasional sitting, using hands to finger, 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.
- Operate equipment and motor vehicles while observing general surroundings and activities.
- 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.
- 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.
- Work in a moderately noisy location (e.g., business office, light traffic).

Fillmore SWCD is an Equal Opportunity Employer. Candidates will be considered without discrimination to race, color, religion, sex, natural origin, politics, marital status, physical handicap, or age.