CLIMATE RESILIENCE SPECIALIST
35-40 hours per week, salaried, exempt

The Climate Resilience Specialist is primarily responsible for providing services and farmer-to-farmer learning opportunities focused on climate resilience and soil health.
Reports to: Organic Practices Program Director

Job Summary
The Climate Resilience Specialist position is an opportunity to help farmers implement climate-smart practices to increase climate resilience and food sovereignty while supporting the expansion of the local market value of crops grown using climate-smart practices. In this role, you will work with farmers from initial project stages through to practice implementation and verification, along with conducting soil health benchmarking over time. The technical assistance and support needed will vary by farm and by practice. The Climate Resilience Specialist is also responsible for the annual administration of the NOFA-VT Resilience Grants.

This is a full-time position (35-40 hours, depending on employee interest and needs). The Climate Resilience Specialist will work collaboratively as part of the NOFA-VT Farmer Services team to support the development of farmers at all stages of business on their paths to developing economically viable businesses that are environmentally and socially resilient. Time will be spent remotely, in the Richmond office, and on farms throughout the state.

Specific responsibilities of the position include, but are not limited to:

- Conduct intake interviews and assessments of farmer needs and match farmers with the appropriate services or resources
- Provide wrap-around administrative and technical guidance to farmers in developing a whole farm climate resiliency plan
- Provide technical assistance and support climate-smart practice implementation
- Collect farm and field level data for continued monitoring and measuring of the impacts of climate-smart practices on soil health and greenhouse gas mitigation
- Facilitate farmer-to-farmer learning opportunities focused on climate resilience and soil health
- Stay up-to-date on climate research, available tools, and the work of external partners
- Steward the annual “Resilience Grants” application and awards process
- In collaboration with Farmer Services team members develop programs, educational
offerings, special projects, and/or resources that support the economic, environmental, and social resiliency of Vermont organic farmers

- Develop and maintain positive, collaborative working relationships with other agricultural service providers and food systems partners
- Attend bi-weekly staff meetings and actively participate in NOFA-VT team events (such as the Winter Conference and Summer On-farm Workshops), professional development opportunities, and joint staff and Board meetings.

**Qualifications**

- Bachelor’s degree or equivalent work experience, preferably in agricultural management, sustainable agriculture, environmental science, soil science, or related field.
- At least 3 years experience working on, or with, farms. Preference given to candidates with farm management experience.
- Excellent written and verbal communication skills. Strong interpersonal skills and comfort speaking in public.
- Knowledge of organic and sustainable agriculture, climate resilience practices and strategies, and commercial farm systems.
- Excellent organizational skills. Ability to prioritize tasks and problem-solve in a position with many moving parts.
- Ability to work well with a wide range of people and adapt to changing situations on a daily basis.
- Strong computer skills (Microsoft Office and Google Suite) required.
- Strong data collection and organizational skills. Familiarity with digital data programs (i.e. COMET-Planner, field-based geographic information systems) preferred.
- Valid driver’s license and access to a reliable vehicle for travel. Ability to work occasional weekends and evenings.

**Compensation**

This is a specialist level position, falling into NOFA-VT’s program staff pay band of $23.60 - $30.50. NOFA-VT benefits include combined time off for employees working 25 hrs/week or more. Additional benefits, including health insurance, dental insurance, vision insurance, life insurance, retirement, and an employee assistance program are available to employees working 30 or more hrs/week.

**Work Schedule and Location**

Our office is located in Richmond, VT, though most staff work in a hybrid format, balancing in-person work and collaboration at the office or another central location, and working from home, if desired. Work
is typically conducted Monday through Friday during regular business hours, though this position will occasionally include evening and weekend hours to support events throughout the year. Remote work from within Vermont will be considered, though applicants must have the ability and willingness to travel to the Richmond office or other nearby locations regularly for in-person collaboration.

**Equal Opportunity Employer**

NOFA-VT provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Applicants for this and all positions at NOFA-VT are encouraged to review our [Statement of Intention on Social Justice](mailto:Statement%20of%20Intention%20on%20Social%20Justice) prior to applying in order to understand how we view social and racial justice as central to a healed and thriving food and agricultural system.

**To Apply**

Please submit a cover letter, resume and two references to [jobs@nofavt.org](mailto:jobs@nofavt.org) with “Climate Resilience Specialist” in the subject line. The priority consideration deadline is October 8, 2023, though the position will remain open until filled.