

POSITION ANNOUNCEMENT

Carbon Farm Planner – Appalachian Region

The National Center for Appropriate Technology or NCAT has been helping people build resilient communities through local and sustainable solutions that reduce poverty, strengthen self-reliance, and protect natural resources since 1976. NCAT is a national, private non-profit organization providing trusted, individualized technical assistance, hands-on training opportunities, practical educational resources, and peer-to-peer learning networks on nationally acclaimed projects in food, agriculture, energy, and climate resilience. Headquartered in Butte, Montana, NCAT has offices in 11 states. NCAT works to foster and promote sustainable technologies and systems, especially for the benefit of economically disadvantaged individuals and communities. NCAT is committed to advancing racial equity and inclusion in its work and organization.

NCAT is seeking a full-time Carbon Farm Planner to support producers in the Southern Appalachian region who will plan and implement conservation practices that improve climate resiliency, sequester carbon, and reduce greenhouse gas (GHG) emissions. The primary duty of the planner will be to work closely with producers in Tennessee, North Carolina, South Carolina, West Virginia, and Virginia to evaluate their operations and identify and prioritize on-farm opportunities for carbon sequestration. The Carbon Farm Planner will also provide technical assistance for implementation of practices identified in the plan, verify implementation, assist with project monitoring, and coordinate climate-smart agriculture efforts with local partner organizations and agencies. Planners will also act as connectors between the agriculture community and groups offering resources for improving soil health, drought resiliency, and climate adaptation.

The successful candidate for this position will be required to set up and work from a remote office in the Southern Appalachian Region and must be willing and able to travel frequently throughout the region to farms, events, workshops, and trainings as needed.

QUALIFICATIONS: This position requires a BA/BS degree in agriculture, environmental science, natural resource management, or related fields and a minimum of five years of farming experience. Applicants with equivalent but different combinations of education and experience will be considered. While not required, preference will be given to candidates with experience in Carbon Farm Planning, crop production and rotations, building soil health through regenerative practices, demonstrated competence/certification in whole farm planning or diversified production systems.

DESIRED KNOWLEDGE, SKILLS, AND ABILITIES:

- Commitment and passion for the NCAT mission;

- Familiarity with concepts of sustainability and regenerative agricultural practices;
- Experience working with land managers and agricultural producers in conservation planning, whole farm planning, climate adaptation planning, soil health planning, and/or carbon farming planning and implementation;
- Competence in GIS mapping, data management, and using software such as COMET Farm Planner;
- Competence with Microsoft Office and Google Suite;
- Knowledge of Appalachian ecology, native plants and wildlife, soils, and climate;
- Excellent attention to detail and demonstrated verbal and written communication skills;
- Exceptional ability to communicate and build constructive, professional relationships with farmers, ranchers, community organizations, government agencies, partners, private contractors, Tribal staff and citizens, resource professionals, and the general public;
- Ability to recognize and successfully pursue additional or alternative funding sources for high-priority projects and partnerships;
- Strong analytical and problem solving skills;
- Self-directed and organized with the ability to work independently to meet multiple deadlines;
- Exceptional ability to work productively both independently and in a collaborative team setting;
- Ability to coordinate groups and teams and manage time effectively on multiple projects;
- Ability to sit, walk, and listen for up to 8 hours per day;
- Ability to conduct on-farm field work in challenging terrain, weather, and climate conditions while carrying up to 30 pounds;
- And the willingness and ability to travel throughout the region. Travel may involve flexible work hours, including evenings, weekends, and some overnight travel may be required.

RESPONSIBILITIES:

- Promote and support NCAT's mission;
- Provide regionally appropriate technical assistance for conservation practice adoption to producers via in-person site visits as well as by phone, email, social media, workshops, and field demonstrations;
- Serve as point person to work collaboratively with agricultural producers, staff of NCAT and technical assistance providers such as staff of NRCS, Conservation Districts, Watershed groups, and university extension agents to develop technical carbon farm plans that reflect farmer goals and include a suite of recommended NRCS-conservation practice standards with quantifiable GHG or carbon sequestration benefits;
- Collect data and prepare quarterly project reports towards outcomes and goals, such as implementation acres, practices implemented, quantifiable GHG benefits, farm productivity, and the marketing and sales of agricultural products grown using climate-friendly practices;

- Create educational and outreach materials such as tip sheets, workshop content, public presentations;
- Assist with written and visual content for periodic progress reports and press releases;
- Assist in arranging educational activities, such as field days, pasture walks, and climate resilience demonstrations;
- Cultivate peer-to-peer producer learning communities;
- Develop and maintain positive, productive, professional relationships with producers, coworkers, partner organizations, agencies, research institutions, and Tribes as part of program delivery;
- Maintain understanding of the full range of compatible agricultural and conservation programs currently available in the region, and effectively connect producers to these opportunities;
- Carry out diversity and inclusion efforts, including outreach to small and historically underserved producers to embed equity within NCAT's outreach efforts;
- Present at conferences, producer association meetings, stakeholder meetings, and other appropriate forums;
- Contribute content for promotional communications and outreach activities, such as blogs, podcasts, press releases, earned media pushes, and video production;
- Participate in creation and/or delivery of promotional and educational media related to climate beneficial practices;
- And stay abreast of current and emerging research in the field of agricultural conservation planning, soil health, and agricultural practices that have proven GHG benefit.

SALARY AND BENEFITS: \$55,000 – \$58,000 annually depending on work status, qualifications, and experience. Excellent benefits include flexible schedule, paid vacation, sick leave, and holidays, health, dental, vision, life and disability insurance, a cafeteria and 401(k) plan and a pleasant, professional environment.

APPLICATION PROCESS: Applications will be accepted until a suitable candidate can be identified. Early applications are encouraged. Applicants are encouraged to visit www.ncat.org and www.attra.ncat.org to learn more about NCAT. NCAT employees interested in the position should email Human Resources a letter of interest as soon as possible. All persons interested in being considered for the position should upload a resume and cover letter through BambooHR. Please submit a current resume and a cover letter highlighting experience and skills relevant to the listed qualifications. Resume and cover letters can be uploaded at <https://ncat.bamboohr.com/hiring/jobs>. Simply choose the position you are applying for and then click “apply for this job” to upload the required resume and cover letter. Questions about the application process can be directed to:

Kriss Sullivan, Director of Human Resources
e-mail: jobs@ncat.org

NCAT's mission is to help people build resilient communities through local and sustainable solutions that reduce poverty, strengthen self-reliance, and protect natural resources. Our work brings together diverse partnerships and communities to help reduce poverty and protect our natural resources. We strive to be a multicultural organization that embraces the rich dimensions of diversity such as race, ethnicity, gender identity, sexual orientation, socio-economic status, age, physical ability, religious or political belief and marital or veteran status. Diversity creates healthy communities. Special consideration will be given to applicants who are reflective of the communities that we serve. NCAT is an Equal Opportunity Employer.

For additional information about NCAT please visit our website at www.ncat.org.