

POSITION ANNOUNCEMENT

Wisconsin Farm Sustainability Rewards Project Coordinator

We will begin reviewing applications **April 1, 2024**. This position will be open until filled.

About the Farm Sustainability Rewards Project

The Farm Sustainability Rewards (FSR) Project is a two-year project led by [Wisconsin's Green Fire](#) (WGF) in partnership with [Clean Wisconsin](#). The FSR Project aims to design a voluntary model for farm conservation that rewards farmers who meet increasingly robust tiers of environmental performance, while improving their whole-farm and farm-product sustainability. The FSR Project is supported with funding from the Natural Resources Conservation Service (NRCS).

The [FSR Project](#) will design a pilot program, with stakeholder input, aimed at rewarding farms that meet clear farm-wide sustainability performance benchmarks on a voluntary basis. The goal of this project is to identify increasingly protective and quantifiable benchmarks for allowable soil erosion rates, nitrogen and phosphorus losses, and greenhouse gas (GHG) emissions for each tier of performance.

Unlike one-time cost-share programs that focus on isolated practices, this project will develop the structure to offer qualifying producers annual per-acre financial reward payments for achieving key environmental goals on a continuing, farm-wide basis. The project will use field-tested models to estimate a farm's average "footprint per acre" for soil erosion, nutrient loss and GHG emissions based on relevant farm characteristics and practices. Farms that do better in each of these categories (soil erosion, nutrient losses, and GHG emissions) can earn higher rewards.

About the Position

The Project Coordinator will play a key role guiding, coordinating, and implementing the Farm Sustainability Rewards Project. This is a two-year full-time position which will report to the FSR Project Director and will interface closely with two FSR Project Co-executives. Extension of employment beyond two years is possible and WGF intends for this position to evolve into other related project opportunities.

This position is 100% remote but Wisconsin-based. There is optional, part-time use of office space in Clean Wisconsin's Madison location as available. All WGF staff and volunteers work remotely from home offices throughout the state. Candidates must have access to a home office or suitable Wisconsin-based workspace.

This position will require occasional paid travel in Wisconsin, including some overnights. Candidates must have a valid driver's license and access to a personal vehicle suitable for reimbursable statewide travel with proof of or ability to obtain statutory automotive insurance minimum liability coverage.

Position Responsibilities

- Lead the project efforts to determine appropriate environmental performance metrics for project tiers and funding levels for achieving tiers of performance.
- Set agendas, facilitate, and lead discussions for meetings of an internal steering committee and an external stakeholder group.
- Serve as lead contributor and editor of project reports and other project deliverables.
- Coordinate the work of project contractors and project partners.
- Facilitate conversations about the project with agricultural stakeholders and other interest groups.
- Collect and analyze research data using carbon and nutrient models, and document and summarize results to support project outcomes.
- Conduct literature reviews, prepares reports and materials, and disseminates information to appropriate entities.
- Collaborate with project partners and advisory group members on research and communications
- Interview experts and conduct state of practice surveys with individuals and groups on a wide variety of agricultural policy and conservation issues.
- Coordinate data analysis with partners and contractors and generate data-driven presentations for farmers, conservationists, and agency partners.
- Coordinate FSR engagement at public presentations and listening sessions.
- Track project expenses and completion of deliverables, and prepares progress reports.
- Provide technical expertise in agricultural conservation science.

Minimum Qualifications

- A minimum B.S. degree in Agronomy, Soil Science, or Environmental Sciences, or other closely related fields with an agricultural emphasis.
- Demonstrated ability to communicate effectively in both written and oral communications with a wide variety of technical and non-technical audiences.
- Strong computer literacy, including working knowledge of statistical analysis and spatial analysis tools, and ability to analyze and synthesize data and develop presentations, visuals, and supporting materials.
- A motivated self-starter capable of working and making key decisions independently, and able to collaborate and consult effectively with a team.
- Demonstrated experience facilitating group discussion, consensus-making, deliberation, and/or facilitating group deliberation with divergent or diverse viewpoints.

Preferred Qualifications

- Demonstrated experience in managing complex projects.
- Demonstrated knowledge and experience in the environmental outcomes of farm conservation and agronomic practices and policies.
- Ability to work with and build consensus with team members and external stakeholders on complex issues.
- Advanced degrees (MS, PhD, or Post Doctoral standing), and/or significant experience with agricultural conservation science.

We are committed to a workplace culture of inclusivity, and recognize that many qualified candidates count themselves out before applying. Even if you do not meet every bullet point in the preferred qualifications listed here, we encourage you to apply!

About Wisconsin's Green Fire

[Wisconsin's Green Fire](http://www.wigreenfire.org) is a non-partisan 501(c)3 organization providing science-based information and analysis to address Wisconsin's greatest conservation challenges. WGF helps policymakers, agencies, and concerned citizens understand and address complex issues, including climate change, biodiversity, clean water, and advancing opportunities for young people in conservation.

We are dedicated to the principle that all people and groups have the right to clean water, clean air, healthy natural ecosystems, outdoor recreation, and land managed sustainably. We are dedicated to the principle that a sound environment and economy go hand in hand. We are dedicated to environmental justice.

Our Employment Commitment

Wisconsin's Green Fire is an equal opportunity employer, and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law. We recognize that cultivating a diverse and inclusive team is essential to our conservation mission.

We offer competitive compensation, flexible work policies, and a collaborative work environment. We are committed to supporting and inspiring professional achievement and personal development.

Compensation

This is a full-time salaried position with funding available through December 2025. **The salary range is \$55,000 - \$75,000**, which will be based on the extent to which candidates meet our preferred qualifications. WGF offers a benefits package including paid holidays, paid time off, and a health insurance stipend.

Consideration will be given to qualified candidates who need less than 100% appointment or flexible schedules.

How to Apply

Please submit the following documents electronically to info@wigreenfire.org using the subject line **FSR Project Coordinator Application**. Only electronically submitted application materials will be considered.

Submit your application as one combined PDF including the following materials. Use the file name format: **"FSR_LastnameFirstname.pdf"**

1. A cover letter explaining your interest and suitability for this position.
2. A current resume that includes references and their contact information.
3. A recent work sample that reflects your capabilities for this position.

Please direct questions on the project to FSR Project Co-Executives Jimmy VandenBrook (jvandenbrook@wigreenfire.org) and Sara Walling (swalling@cleanwisconsin.org).

We will begin reviewing applications **April 1, 2024**. This position will be open until filled.