



Job Announcement– Land Stewardship Project*

Job Title: Soil Health & Land Access Organizer

Reports To: Programs Director

Salary Class: Organizer

FLSA Status: Exempt or Nonexempt depending on offer salary

Hours: 100% FTE; including evenings and weekends

Salary Range & Benefits: \$45,000 - \$65,000 annually (beginning organizers should expect to land on the lower part of the range between \$45,000 - \$55,000). *To determine salary, we use a salary calculation system which takes into consideration nontraditional backgrounds, lived experience, community involvement, work experience, training, degrees, certifications, and more.* Go to:

<https://landstewardshipproject.org/opportunities/> ("LSP Benefits Package") for additional information.

Location: Based out of the Montevideo office along with hybrid work from home.

Note: This is a union-eligible position with bargaining unit OPEIU Local 12.

Revised: March 2024

Application Deadline: April 10, 2024

Mission: The Land Stewardship Project (LSP) is an organization grounded in its mission and membership. LSP's mission is to foster an ethic of stewardship for farmland, to promote sustainable agriculture, and to develop healthy communities. We seek to do work that ensures that people impacted by climate change and systemic oppression are driving solutions on the land, in communities, and through our democracy.

Job Summary: LSP is seeking a Soil Health and Land Access (SH/LALL) organizer to join the Programs Department team. This person is a proven relationship builder, a deep listener, pivots in response to emerging needs, centers voices from underrepresented stakeholders, and perseveres despite obstacles. The SH/LALL organizer builds networks of small to mid-sized crop farmers, landowners, and partners in the region to facilitate equitable land access for beginning and emerging farmers. This includes building community through planning and hosting on-farm events and working with farmer-leaders to advocate for needed changes to policy and institutions.

Responsibilities:

- Develop and deepen relationships with small to mid-sized crop farmers, graziers and non-operating landowners.
- Develop relationships with landowners interested in soil building and/or land transition and support them in acting on their values.

- Build a network of farmers, landowners, and other stakeholders united in the purpose of improving long-term care for the land and land access for emerging farmers in western Minnesota.
- Develop effective partnerships with non-governmental organizations (NGOs), tribes, Soil and Water Conservation Districts (SWCDs), and other entities that share LSP's values and goals.
- Effectively communicate with members of the network and with Soil Health and Land Access team members.

Examples of specific work you will lead includes and is not limited to:

1. *Build networks:* Reach out and build a network with small and mid-sized crop farmers, graziers, non-operating landowners, and partners in western Minnesota who are working together to advance soil health and equitable land access.
2. *Plan events:* Plan and host field days and events to connect farmers and landowners to advance soil health and equitable land access. Collaborate with partners where possible.
3. *Technical Assistance:* Supporting non-operating landowners, transitioning landowners, and soil health farmers to make decisions and take actions in support of long term stewardship of land and people in the western Minnesota region.
4. *External communications:* Draft communications to share the stories for farmer and landowner audiences.

Must-have qualifications:

- *You strive at relationship building.* You can connect with individuals and build partnerships among a wide range of stakeholders and partners. You are a deep listener and responsive in nature.
- *You are adaptable.* You are able to respond to emerging needs and re-focus. You persevere despite obstacles.
- *You love project management.* You can stay on top of multiple projects. You plan backwards, anticipate obstacles, identify and involve stakeholders appropriately, and use resources wisely.
- *You are committed to social justice and racial equity.* You recognize the role of race, gender, class and other identities in shaping disparities in the farming system. You are driven to improve conditions, and proactively learn.
- *You are collaborative in nature.* You strive to work across teams. You are attentive and genuine. You are aligned with LSP's mission and values.
- *You are technology friendly.* You are proficient in MS 365 Suite and Google Suite and stay ahead of the curve in an ever-changing technological environment.

Travel: Expected to travel for events, one-to-ones, and work meetings. Must have a valid driver's license, reliable vehicle, active registration, and insurance, and be willing to travel on the job. Mileage reimbursement is compensated at the federal standard.

Supervisory Responsibilities: None

Work Environment: This is a hybrid work position and will require working within driving distance of the Montevideo, Minn., office. You must have a dedicated workspace where you are able to maintain work hours reflective of office hours (Monday to Friday, 9 a.m.-5 p.m.). We will provide you with or support the technology necessary to complete your job duties.

Physical Demands: This is a computer/office work-based role which requires extended periods of stationary positions such as sitting or standing. This job also requires public speaking and the ability to communicate with the public, LSP members, and other staff frequently through text and spoken words. Occasional physical demands could include setting up events, food hauling and preparation, loading and unloading materials for training, setting up tables and chairs, tabling at outreach events, and filing. This would require the ability to carry 20 to 60 pounds, lift files, and open filing cabinets.

To APPLY: In one PDF document, send resume, references and their contact information, along with a cover letter, to jobs2@landstewardshipproject.org, with "Soil Health & Land Access Organizer: YOUR NAME" in the subject line. Attn: Natalia Espina, HR & Operations Director. Accepting applications until April 10, 2024. Phone calls will not be accepted.

The Land Stewardship Project provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of a person's race, color, creed, religion, age, sex (including pregnancy, childbirth, and related disabilities), national origin, political or union affiliation, disability, genetic information, marital or familial status, status with regard to public assistance, protected veteran status, membership or activity in a local commission, sexual orientation, gender identity or expression, or that of the person's friends, relatives, or associates, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Applicants with Disabilities: Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you seek an accommodation, please advise in writing at the time you apply.

Women, Black, Indigenous and people of color (BIPOC), LGBTQIA+ candidates, people with disabilities, as well as rural and urban farmers are strongly encouraged to apply.

***This job announcement is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee.**