



**Maine Organic Farmers and Gardeners Association
Climate Smart and Organic Transition Specialist**

October 2023

Title: Climate Smart and Organic Transition Specialist

Overview This position will be responsible for building relationships with producers while conducting outreach to promote climate smart and organic transition opportunities. The position will work directly with producers to provide technical support for climate smart and organic production and enroll them in one or more of the following programs:

1. cost-shared conservation practices through Natural Resource Conservation Services (NRCS) that relate to climate smart agriculture or transition to organic certification,
2. a mentorship program for farmers transitioning to certified organic production
3. a climate smart program that offers soil health benchmarking and soil health grants.

The position will work closely with internal staff and external partners to coordinate and provide services in these climate smart and organic transition programs. This position is supported by a 4 year grant.

Supervisor: MOFGA Farmer Professional Development Specialist

Position: Salaried. This position is considered Exempt under the Federal Fair Labor Standards Act. The employee is not eligible for overtime payment.

Work Week: Full-time. Nights and weekends as needed for events and meetings.

Salary Range: The starting salary range for this position is \$52,000 - \$58,000 annually, dependent upon experience. MOFGA has an excellent benefits package including medical, dental and vision insurance and paid parental leave. Employees receive a generous time-off package including paid vacation and sick time, three personal days, and 14 paid holidays annually, with additional paid holiday time at the end of the year and paid sabbatical leave.

Location: This position requires travel within the state of Maine, mainly for off-site visits to farmers, as well as, office-based work. There are opportunities for remote and flexible work arrangements but this position is required to be Maine-based. Ideally the position will be located in central or northern Maine.

Required Abilities & Knowledge:

- Coursework or work experience related to biology, agriculture, or other related sciences
- Previous agricultural, outdoor, field, or lab research experience
- Ability to work collaboratively with farmers to develop climate-resilient management strategies
- A willingness to initiate contacts with new people and a high degree of motivation
- Experience with digital data collection and organization
- Excellent project management skills
- Commitment to equity and social justice





Preferred Abilities and Knowledge

- Familiarity with field based geographic information systems
- Familiarity with the USDA's COMET-Planner and COMET-Farm™ carbon sequestration and greenhouse gas reduction estimation tools
- Excellent communication, interpersonal, and conflict resolution skills
- Experience working with USDA/NRCS programs
- Knowledge of National Organic Program regulations

Responsibilities

- Serve as a farmer advocate and source of information for the following programs: Climate-smart program, NRCS practices, and Transition to Organic Production Program (TOPP)
- Provide administrative and technical guidance to farmers in developing a whole farm plan including the selection of applicable and project supported NRCS Conservation practices
- Securely collect farm and field level information in a timely and respectful manner from project application to contract completion
- Provide technical assistance and support practice implementation in adherence to NRCS conservation practice standards
- Contribute to data collection for continued monitoring and measuring of the impacts of implemented climate-smart practices on soil health and greenhouse gas mitigation
- Communicate any challenges that are faced in the field to facilitate system improvement
- Connect with farmers in a variety of methods from phone calls to in person farm visits
- Carry out all of the responsibilities listed above and other related assignments as necessary in accordance with the mission statement, goals, and philosophy of the Maine Organic Farmers and Gardeners Association

MOFGA's success is dependent upon the collaborative spirit among its staff members and volunteers. Employees are expected to be ready and willing to assist colleagues in all program areas when directed to do so by their supervisors. This includes having all staff work at the Common Ground Country Fair.

The Maine Organic Farmers and Gardeners Association is a broad-based community that educates about and advocates for organic agriculture, illuminating its interdependence with a healthy environment, local food production, and thriving communities. MOFGA is committed to creating an inclusive and sustainable workplace that reflects this mission. MOFGA is an equal opportunity employer and does not discriminate on the basis of race, ethnicity, age, religion, gender, marital status, sexual orientation, disability, veteran status, political orientation, or any other characteristic protected by federal, state, or local law. We strongly encourage BIPOC (Black, Indigenous, and People of Color) and LGBTQ+ individuals, as well as veterans to apply.

To Apply: please submit a cover letter and resume to Ryan Dennett, Farmer Programs Director, at rdennett@mofga.org. Applications will remain open until the position is filled and we will begin application review and interview scheduling by November 15, 2023.

