**Agroforester**

**Job Description**

**About The Position**

**Resume and Cover Letter are required.**

**Overview and Background**

Since 1995, Appalachian Sustainable Development (ASD) has been working to further our mission to build a thriving regional food and agriculture system that creates healthy communities, respects the planet, and cultivates profitable opportunities for Appalachians.

**Project Summary**ASD’s [Agroforestry Program](http://asdevelop.org/agroforestry) was founded in 2010 with the goal of helping farmers adopt agroforestry practices that support both conservation and commerce. Historically, ASD has worked with government agencies to establish multifunctional riparian forest buffers with useful fruit and nut trees and shrubs along waterways, as well as food forests along public walking trails. As a founding member of the [Appalachian Beginning Forest Farmer Coalition](https://www.appalachianforestfarmers.org), ASD provides seed-to-sale training to a network of forest farmers across Appalachia. In 2017, ASD established the [Appalachian Harvest Herb Hub](https://www.asdevelop.org/programs-resources/herbhub/) (AHHH), a shared use facility in Duffield, VA designed to help farmers sustainably grow, process and market forest botanicals in forest farming systems and field grown herbs in alley cropping systems.

Along with partners in the Southeast (Virginia Tech), Midwest (Savanna Institute), and Northeast (Interlace Commons and Cornell University), ASD will lead a new project to improve agroforestry technical assistance for forest farming, alley cropping, and silvopasture to meet the growing support needs of farmers seeking to adopt these practices. Agroforestry has tremendous potential to reduce greenhouse gasses, improve biodiversity, increase yield and crop diversity, enhance food access, and much more. However, farmers consistently face a critical lack of agroforestry technical assistance throughout the U.S., which hinders adoption. To increase agroforestry adoption, project partners will combine collective expertise to implement a Train the Trainer (TtT) model that provides agroforestry education and builds a network of agroforestry technical service providers (TSPs). This model will include an online course for virtual learning throughout the U.S. and regional in-person training at demonstration sites developed in the Southeast, Midwest, and Northeast. Focus practices will include forest farming, alley cropping, and silvopasture initially, with room for expansion to other agroforestry practices over time. While the technical capacity of TSPs is being developed, ASD will work with Virginia Tech (VT) to provide on-the-ground technical and financial assistance for forest farm and silvopasture establishment. Intentional justice, equity, diversity, and inclusion (JEDI) efforts will be made with help from a consultant to actively engage and support diverse communities. ASD seeking an Agroforester to join this project team.

**Position Description**

The Agroforester will be responsible for helping to implement an agroforestry TtT model to increase the technical capacity of TSPs in the Southeast. The Agroforester will also catalyze agroforestry adoption among producers by providing on-the-ground technical and financial assistance for agroforestry establishment. For collective impact, this position will work closely with ASD’s Agroforestry Program Director, Procurement Manager and second Agroforester, as well as the inter-regional partners described above.

**Responsibilities**

*Implement an agroforestry TtT model by,*

* teaching at in-person agroforestry TtT workshops in the Southeast, and helping to refine future training based on evaluative feedback.
* cultivating lasting working relationships with TSPs in the Southeast, such as NRCS State and Technical Center, Farm Service Agency, Soil and Water Conservation Districts, Department of Forestry, conservation planners, etc.
* engaging and supporting diverse communities in agroforestry, based on the needs identified from JEDI Consultants.
* building a sustained network of trained TSPs who help farmers adopt agroforestry.
* facilitating peer to peer support and learning with agroforestry TSPs.

*Catalyze agroforestry adoption among producers with Virginia Tech (VT) by,*

* marketing and co-hosting agroforestry outreach meetings to recruit farmers for agroforestry adoption.
* promoting and administering an agroforestry producer grants program for forest farming and silvopasture; potential to expand to alley cropping as funding becomes available.
* conducting on-farm site visits and helping producers develop silvopasture and alley cropping plans (designs, budgets, resources, etc.).
* ensuring successful practice establishment with producer grant awardees in Southwest VA and/or Northeast TN.

*Manage successful projects by,*

* attending and contributing to partner project meetings.
* supervising interns and volunteers, as needed, to accomplish project goals.
* providing reporting to the Agroforestry Program Director as requested for grants.

**Required Qualifications**

* Bachelor’s degree (or equivalent\*) in/related to: Agroforestry, Forestry, (Agro)ecology, Environmental Sciences, Agricultural Sciences, Crop and Soil Sciences, Animal Sciences, Natural Resources, Conservation, or related fields
* \**2-5 years of experience in related field*
* Well-rounded understanding of agroforestry systems and implementation
* Prior experience designing and establishing agroforestry system, including alley cropping and silvopasture practices
* Proficiency providing conservation planning technical assistance to farmers
* Proficiency with creating base maps and planting plans in Google Earth, GIS, or similar platforms
* Demonstrated ability to plan and conduct outreach and training events with exceptional community engagement and public speaking skills
* Experience working with state and federal natural resource conservation agencies, like NRCS, Farm Service Agency (FSA), Department of Forestry (DOF), etc.
* Familiarity with state and federal cost-share programs, like NRCS Environmental Quality Incentives Program (EQIP), and agroforestry practice standards and payment schedules
* Demonstrated ability to network and collaborate with diverse groups and teams
* Superior listening, verbal and written communication and interpersonal skills
* Outstanding organizational, record keeping, and data management and analysis skills
* Exceptional project planning and management experience
* Eagerness to learn and commitment to asking for help when needed
* Dependable and resilient self-starter
* Proficiency with technology including MS Office Suite, Google Drive, webinars, etc.

**Preferred Qualifications**

* Master’s degree in/related to same fields as above
* Familiarity with grant reporting and metrics tracking
* Prior experience leading agroforestry workshops and trainings
* Registered as a NRCS Technical Service Provider or willingness to become registered
* Prior experience managing grants, cost-share, or other forms of financial assistance
* Prior supervisory or volunteer management experience

**Supervision**

Reports to Agroforestry Program Director

**Location**

This position can be conducted fully remote. However, the candidate MUST reside within a reasonable distance from ASD’s coverage area of Southwest VA and Northeast TN, where site visit travel and outreach/training events take place. ASD’s AHHH facility is located in Duffield, VA; headquarter office is slated for Washington County, VA in the future.

**Compensation Package**

* Health insurance stipend, $50 per pay period (starts at 30 days)
* Cell phone coverage
* Paid time off, up to 72 hrs annually (accrual starts at 90 days)
* 14 paid federal holidays
* Simple IRA with up to 3% match
* Mileage reimbursement for work-related travel, starting from ASD’s office

**Working Conditions**

Must be flexible working in a fast paced, non-profit environment with ability to walk in mountainous terrains and stand for up to 3 hours. Driver’s license and car required for seasonal travel to farms and events. Anticipate 50% office work, 30% seasonal fieldwork, and 20% events.

**Status**

Part-time, non-exempt position not to exceed more than 20 hours weekly. Some evening or weekend workshops and events required with advanced scheduling.

**Salary**

Taxable rate of $24 per hour paid in semi-monthly increments.

**How to Apply**

Submit your resume and cover letter on Indeed at the link below: <https://www.indeed.com/viewjob?t=agroforester&jk=9b21d7185fd6d1ea&_ga=2.74573970.1649916323.1656009648-103020499.1655394503>

**Hiring Policy**

Appalachian Sustainable Development 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. 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. Candidates may be required to pass a background check and/or drug test as a condition of employment. While all applications are appreciated, only those candidates selected for an interview will be contacted.