

Southern California Soil and Water Hub

11769 Waterhill Rd., Lakeside, CA 92040 | www.rcdsandiego.org

Job Announcement

Title: Soil & Water Hub Coordinator – Southern California
Supervisor: Joel Kramer, Resource Conservation District of Greater San Diego County
Location: Hybrid with weekly site visits in San Diego, Riverside and San Bernardino Counties. The candidate should be located within Southern California.
Affiliations: Resource Conservation District (RCD) of Greater San Diego County, Mission RCD, Inland Empire RCD, Upper San Luis Rey RCD, Coachella Valley RCD.

Who We Are

California's Resource Conservation Districts (RCDs) are important partners to the state in achieving California's ever-evolving goals to protect, conserve, restore, and enhance natural resources and to mitigate and adapt to the impacts of climate change. RCDs are governed by [Division 9](#) of the California Public Resources Code and by locally-appointed boards of directors. RCDs in California are also essential partners to the United States Department of Agriculture (USDA) Natural Resources Conservation Service (NRCS) to enroll farmers, ranchers, forest owners in federal Farm Bill programs, leverage state grant dollars for project implementation and implement targeted conservation activities and programs. RCDs work closely with the California Natural Resources Agency (CNRA) and the California Department of Food and Agriculture (CDFA) through grant agreements to advance conservation within their districts. RCDs also work closely with University of California Cooperative Extension (UCCE) county offices in organizing workshops, field days, and demonstration projects, along county-level natural resource management planning and program delivery.

The Southern California Soil and Water Hub (SoCal Hub) currently includes the following Resource Conservation Districts but may grow to include others: Greater San Diego County, Mission, Upper San Luis Rey, Inland Empire, and Coachella Valley. Agriculture in Southern California faces many challenges, particularly around rising costs of water and land, as well as opportunities around developing urban markets. RCDs in the region provide critical conservation assistance helping to ensure that working lands can remain in production instead of conversion to non-irrigated or un-grazed uses or urbanization. Given the region's shallow topsoil and limited rainfall, regenerative practices are rapidly gaining interest. The region already has a large and growing percentage of small farms and Certified Organic growers. The SoCal Hub serves to coordinate and amplify the efforts of individual RCDs in the region in order to accelerate adoption of soil and water conservation practices.

The [Carbon Cycle Institute](#) (CCI) and [California Association of Resource Conservation Districts](#) (CARCD) are actively supporting Resource Conservation Districts (RCDs) across the state in establishing carbon farming and soil health programs and seven Regional Carbon Farming Hubs, including the SoCal Hub, through training and education, fund development, regional planning, and other capacity building efforts.

Position Summary

The Hub Coordinator will accelerate adoption of carbon farming and climate-smart practices in the region through stakeholder engagement and coordination, education and outreach, needs assessments, fund development and policy advocacy. The position focuses on building the technical capacity of member RCDs while expanding the statewide Carbon Farming Network.

Principal Roles

1. *Hub Coordination* – The Hub Coordinator will serve as the main organizer for the SoCal Hub and, in collaboration with other Hub Coordinators, help build the network of [RCD Regional Carbon Farming Hubs](#) across the state.
 - Help coordinate and build RCD conservation technical assistance and planning capacity within the SoCal Hub.
 - Regularly communicate with CARCD, CCI, and the six other Hub Coordinators.
2. *Climate Planning* – The Hub Coordinator will work closely with all RCDs within the SoCal Hub, partner agricultural conservation organizations (e.g., NRCS and UCCE), and the agricultural community to assess the regional potential for carbon sequestration and the barriers to adoption of climate-beneficial agricultural conservation practices.
 - Oversee one landscape-scale assessment of carbon sequestration for each member RCD.
 - Determine the specific needs of regional agricultural producers and technical assistance providers through regular communication with local partners and stakeholders.
 - Coordinate local and regional meetings, including a steering committee to develop a regional needs assessment and a collaborative climate mitigation implementation plan.
3. *Outreach and Technical Support* – The Hub Coordinator will facilitate peer-to-peer learning and resource sharing among program partners to support the mission of the SoCal Hub.
 - Organize and support education and outreach activities, including workshops, field days and webinars, for farmers, ranchers, partner organizations, and stakeholders.
 - Manage communications networks through media platforms.
 - Support funding for SoCal Hub activities through grant proposal coordination, writing, and execution.
 - Build partnerships and coalitions that support agricultural climate solutions by developing a thorough understanding of all support programs available to agricultural producers and streamlining communication and collaboration among regional partners, such as NRCS, UCCE, and others.
4. *Awareness and Advocacy* – The Hub Coordinator will work closely with CCI and CARCD to build understanding about agricultural climate solutions regionally and statewide.
 - Build understanding among a variety of stakeholders and policy-makers about the potential for agricultural climate solutions and the support needed to implement them.
 - Organize, attend and advocate at relevant local, regional, and statewide meetings with elected officials, state and federal agency representatives, agricultural industry groups, and other conservation partners.

Physical Requirements

Ability to work effectively as a part of a virtual team, sit for prolonged periods at a computer, visit farms and ranches in varying weather conditions for full work days, and drive multiple hours per day to travel throughout the region. Requires frequent (40%) travel within the region, and quarterly travel to Sacramento and/or the San Francisco Bay Area, which may include overnight stays.

Skills and Qualifications

This position requires the following skills. If you do not meet the job requirements listed, please tell us why else your skills and experience make you a good fit:

- University degree in natural sciences, such as Soil Science, Biology, Agriculture, or Watershed Management, or equivalent education and experience.
- At least five years of experience working in the natural resources conservation field.
- At least two years of experience working closely with agricultural communities.
- In-depth knowledge of intersection of climate science, agriculture, and ecological systems.
- Demonstrated experience with supporting multi-stakeholder or multi-organization groups, including: group facilitation, in-person and virtual coordination, co-learning, organizing, needs assessments, or conflict resolution.
- Demonstrated experience building partnerships in the public, private, and nonprofit sectors.
- A cooperative, professional, and entrepreneurial approach, with an ability to navigate ambiguity in building new and efficient processes and systems.
- Excellent written and verbal communication skill, particularly technical writing skills.
- Strong project and event management skills.
- Demonstrated skill to communicate with agricultural stakeholders, government agencies, policy makers and elected officials.
- Proficient in analyzing, interpreting, and synthesizing a variety of data.
- Proficient at using software (Microsoft Office Suite, Google Suite, ArcGIS, etc.)
- Valid California driver's license.
- Proficiency or fluency in Spanish is desired, but not required.

Salary and Benefits

- Salary Range: \$75,000–\$80,000 per year depending on experience; Full-time position
- After successful completion of a 90-day probationary period:
 - Health insurance compensation in lieu of health insurance plan
 - Participation in RCD 457 retirement plan
 - Phone stipend of \$50 per month
 - Thirteen paid holidays and thirteen days of paid time off (PTO) in your first year of service, rising to eighteen days after the first year

Application Information

Submit a cover letter and resume to Joel Kramer, joel.kramer@rcdsandiego.org, with “Hub Coordinator” in the subject line. This position will remain open until filled. To be considered with the first round of applications, please submit materials no later than 5:00 PM Pacific Standard Time on Thursday, August 24, 2023. Qualified applicants may be asked to submit additional information during the interview process, such as writing samples.