



Madison County Vacancy Announcement

Soil & Water Director

Position Summary:

Under limited supervision, the Soil and Water Director assists the Madison County Soil and Water Conservation District in carrying out a coordinated soil and water conservation program. The incumbent is responsible for the administration of Soil and Water staff and technical services needed to apply a wide variety of conservation practices on land in the county. The incumbent is responsible for oversight of the North Carolina Agriculture Cost Share Program (ACSP), Agricultural Water Resource Assistance Program (AGWRAP), Streamflow Rehabilitation Assistance Program (STRAP), along with other programs and supervises technical and administrative staff. The incumbent acts as a liaison between the USDA NRCS, NCDCA Division of Soil and Water Conservation, and the county. The position reports to the Madison County Manager and Board of Soil & Water Supervisors.

This position is non-exempt under the Fair Labor Standards Act.

Where to Apply:

The position is open until filled. Submit a North Carolina State Application (PD107) with a cover letter to Madison County Human Resources. To obtain an application, visit [PD107-7.2022.pdf](#) (madisoncountync.gov) Applications will be accepted at the Madison County Human Resources Office, 107 Elizabeth Lane, Marshall, or mailed to Madison County Human Resources, PO Box 579, Marshall, NC 28753. Applications will also be accepted via email to hr@madisoncountync.gov.

Madison County Government is an Equal Opportunity Employer.

Education:

Bachelor's degree, including or supplemented by course work in an agricultural field and 3 years of experience in a field related to agriculture and/or the conservation of soil and water or graduation from a two-year agriculture program and 5 years of directly related experience to agriculture and/or the conservation of soil and water or equivalent experience and education.

Knowledge, Skills, and Abilities:

- Knowledge of the practices and principles of soil and water conservation and water quality improvement.
- Working knowledge of regional natural resource issues, ecology, forestry, hydrology, soil

science, and agricultural sciences.

- Knowledge of the normal to complex practices and principles of bench level surveys, engineering, note keeping and drafting.
- Ability to recognize soil types and to determine its capabilities or limitations for various uses.
- Ability to lead group discussions, including monthly board meetings, stakeholder group meetings and district budget presentations.
- Ability to seek and secure additional grant funding and income sources to support district operations.
- Ability to maintain records, organize materials, and coordinate the paperwork for the North Carolina Agriculture Cost Share Program and other district programs.
- Ability to establish and maintain an effective working relationship with conservation stakeholders, government and non-government partners, landowners, land users, general public, and departmental employees.
- Ability to perform rigorous outdoor work in various types of weather.
- Ability to carry out the more complex jobs while allowing the less experienced employees to complete easier jobs.

Physical Requirements:

Must be physically able to operate a variety of machinery and equipment, including computers, instruments for design, lasers transits, agricultural instruments, surveying and mapping equipment, etc. Must be physically able and legally authorized to operate a motor vehicle. Must be able to exert up to 35 pounds of force occasionally and up to 15 pounds of force frequently, and a negligible amount of force constantly to move objects. Requires the ability to physically maneuver over and upon varying terrain, surfaces, or physical structures. Physical demand requirements are for Light to Medium work.

Additional Requirements: Applicant must be willing to submit and pass a pre-employment drug/alcohol test as well as a criminal background check. This position is subject to health and safety sensitive random drug screens. Must possess a valid North Carolina Driver License or be able to obtain one within 60 days of employment.

Salary Range: \$45,403.00 - \$68,105.00

Hiring Range: \$48,000.00 - \$55,000.00, dependent upon education and experience.

This position comes with a benefits package including paid health insurance, dental, eye and other supplemental insurances, paid sick time, paid vacation time, and paid holidays.