MADISON COUNTY VACANCY ANNOUNCEMENT

MADISON COUNTY SOIL AND WATER CONSERVATION DISTRICT
SOIL CONSERVATIONIST

The Madison County Soil & Water Conservation District is seeking a motivated and detail-oriented individual to fulfill the position of Soil Conservationist. This position provides an excellent opportunity to make a meaningful contribution to the conservation and protection of North Carolina's natural resources, while working directly with landowners, agricultural producers, engineers, government agencies, and community partners within Madison County.

The Soil Conservationist plays an important role in protecting and improving Madison County's natural resources. Through conservation planning, technical assistance, and administration of cost-share programs, this position helps implement projects that improve water quality, enhance water quantity, reduce erosion, strengthen watershed resilience, and promote responsible stewardship of the land.

This position reports to the Madison County Soil & Water Department Director.

Key Responsibilities

Cost-Share Program Administration & Project Management -
Administer and manage conservation cost-share programs from initial site visits through project completion. Responsibilities include field visits, project planning, engineering coordination, design assistance, contract development, project ranking and approval, bid assistance, funding coordination, payment processing, and annual spot checks.
Programs include:

- ACSP — Agricultural Cost Share Program: Supports projects addressing agricultural water-quality concerns.
- AgWRAP — Agricultural Water Resources Assistance Program: Supports projects addressing agricultural water-quantity concerns.
- CCAP — Community Conservation Assistance Program: Supports non-agricultural water-quality improvement projects.
- EWP — Emergency Watershed Protection: Provides assistance following disasters and other emergency watershed events.
- StRAP — Streamflow Rehabilitation Assistance Program: Supports flood resiliency through activities such as stream debris removal.

Conservation Planning & Technical Assistance -

- Provide technical assistance to identify natural resource concerns and work with engineers to develop conservation plans and appropriate solutions and alternatives.
- Plan conservation BMPs designed to protect water quality, including:
    - Waste storage structures
    - Livestock stream crossings

    - Water storage structures
    - Livestock exclusion fencing
    - Agricultural water-supply wells
    - Other erosion control practices
- Participate in trainings for BMPs used within the Soil and Water Conservation District.
- Conduct annual spot checks of randomly selected completed projects.
- Assist with the implementation and inspection of conservation practices to ensure projects meet program requirements and conservation objectives.

Other District Responsibilities -

- Attend and participate in monthly Soil and Water Conservation District Board meetings.
- Certify water points for Madison County Volunteer Fire Departments.
- Assist with emergency and disaster-response programs as needed.
- Participate in outreach programs and communicate recommendations and technical information to landowners, government officials, partners, and the general public.

Knowledge, Skills & Abilities -

The successful candidate should demonstrate:

- Knowledge of soil and water conservation principles and best management practices, including erosion control and nutrient management practices applicable to rural and urban areas.
- Strong communication, organizational, planning, and project management skills.
- The ability to manage multiple projects, meet deadlines, and maintain accurate records and documentation.
- The ability to establish and maintain effective working relationships with landowners, land users, coworkers, government officials, engineers, contractors, and members of the public.
- Strong attention to detail and the ability to follow program requirements and procedures.
- The ability to work independently while also contributing effectively as part of a team.
- The ability and willingness to perform fieldwork outdoors under varying weather conditions.

Education, Experience, and Requirements -

- Bachelor's degree in Natural Resources, Environmental Studies, Agriculture, Biology, Engineering, or a related field **OR** an associate's degree with work experience in agricultural operations, agricultural management, governmental programs, or project management that indicate the ability to: analyze problems, gather pertinent data, and recognize solutions; plan and organize work; communicate effectively both orally and in writing.
- Must possess a valid driver's license.
- Must be able to physically perform the basic life operational support functions, with or without reasonable accommodations, of driving, standing, walking, stooping, crawling, typing, talking, sitting, bending, pushing, pulling, lifting, carrying, and repetitive motions of the hands, wrists, or feet.
- Exerting up to 20 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, or pull.
- Position may require a background check that may include: criminal, motor vehicle, education, and sexual offender registry or others based on job requirements. Unless required by state law, a record of conviction will not automatically exclude you from consideration for employment. Madison County Government is an Equal Opportunity Employer.
- All offers of employment are conditional upon successful completion and clearance of a background check and pre-employment drug screening.

Application Process & Compensation

Madison County provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, or disability.

This position is open until filled. Incomplete applications or applications noted with "see resume" in place of the required information on the application will not be accepted. Resumes will not be accepted without a completed and signed application.

The application for Employment must include a complete summary of current and previous job duties performed and work experience, with the Position Title in which you are applying for listed on the top of the first page of the Application. Please include ALL prior work experience on your application and resume.

Completed and signed applications with resumes should be mailed to the **Madison County Human Resources Department,140 Elizabeth Lane, Marshall, NC 28753**.
Applications will also be accepted via email: hr@madisoncountync.gov

Annual Maximum Salary: $46,654.40
This position is non-exempt, hourly, under the Fair Labor Standards Act, and will be offered with a benefits package that includes becoming a contributing member of the Local Government Employee Retirement System (LGERS) on the date of hire, employee-paid health insurance. Dental, Vision, and supplemental insurance plans following 60 days of employment. Position is eligible for paid sick and annual leave, following 90 days of employment, as well as 12 paid holidays annually.