Regenerative Agronomist

Agronomist-in-Training

Full-Time (40 hours/ week), At-Will, Non-Exempt status
Pay Range: $60,000–$70,000 annually
This is a two-year position with a possible one-year extension. Position may be extended based on programming and funding availability.

Employee Benefits

- Paid sick leave
- Vacation leave
- 11 Paid holidays
- 1 Personal holiday after one year of service
- Medical/Dental/Vision insurance with the option to add dependents
- PERS Retirement
- 403B Retirement Plan in lieu of Social Security
- WA CARES
- Long-term Disability (optional)
- Aflac benefits option
- Deferred Compensation Program (optional)
- Paid Family Medical Leave
- Metropolitan Life/Accidental Death & Dismemberment Insurance with upgrade option

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It is the responsibility of every District employee to promote the proper and responsible use of natural resources. It is expected that all duties be performed in a timely, courteous, professional and ethical manner.

All SCD Staff will cooperate with local, state and federal laws and regulations to provide technical support to public and private landowners.

Position Summary

The Regenerative Agronomist-in-Training expands Spokane Conservation District's (SCD) capacity to provide producer-centered agronomic technical assistance and to implement the measurement, monitoring, reporting, and verification (MMRV) activities of SCD's NACD/USDA-funded Ecosystem Services Incentive Program. The position integrates nutrient management, soil and plant health, field monitoring, data quality, and practical interpretation so producers can make informed management decisions and SCD can document environmental, agronomic, and crop-quality outcomes associated with regenerative agricultural systems.

This is a career pathway training position. Through structured coursework, mentoring, partner training, and supervised fieldwork, the Agronomist will build competency in NRCS-aligned nutrient management and conservation planning and may progress toward applicable NRCS Conservation Planner certification and Job Approval Authority (JAA), with particular emphasis on nutrient management.

The Agronomist works directly with producers and collaborates with the Production Agriculture Manager, Production Agriculture Coordinator, Farm Planners, NRCS personnel, conservation districts, laboratories, universities, and technical partners. The position supports historically underserved, micro-scale, small-scale, mid-size, and large-scale agricultural operations.

Primary Job Responsibilities

Agronomic Technical Assistance & Nutrient Management

- Conduct soil, crop, plant-health, and nutrient assessments to identify resource concerns and support producer decision-making.
- Assist with the development, documentation, review, and updating of NRCS-aligned nutrient management plans and whole-farm conservation plans under appropriate supervision and technical review.
- Interpret soil-test, plant-tissue, sap, crop-quality, and field-monitoring results in practical, producer-facing formats while clearly distinguishing observed results from recommendations requiring additional technical review.
- Support implementation of applicable NRCS Conservation Practice Standards, including Nutrient Management, Cover Crop, No-Till, Reduced Tillage, Conservation Crop Rotation, Forage and Biomass Planting, Carbon Amendment, and Prescribed Grazing, as assigned.
- Provide timely, respectful, and voluntary technical assistance before, during, and after practice implementation; document producer contacts, recommendations, implementation status, and follow-up needs.
- Provide microscopy or other biological-assessment support when staff qualifications, approved protocols, and project needs allow.

Measurement, Monitoring, Reporting & Verification (MMRV)

- Coordinate and conduct field monitoring on participating farms, including paired regenerative/climate-smart and business-as-usual comparison fields where feasible.
- Collect, label, handle, document, and coordinate shipment or analysis of soil, plant tissue, plant sap, harvested-crop, and other project samples in accordance with approved protocols and chain-of-custody procedures.
- Conduct plant and soil nutrient diagnostics using approved field instruments and third-party laboratory services; support Brix, soil temperature, electrical conductivity, and other field measurements as assigned.
- Complete training and develop proficiency in the safe operation, calibration, maintenance, deployment, and field use of LI-COR Smart Chamber systems and associated equipment for repeated greenhouse-gas flux measurements.
- Install and manage field monitoring equipment, maintain producer-specific sampling schedules, and document site conditions, crop stage, weather, management activities, and field observations.
- Collect and maintain producer management records relevant to MMRV, including crop plans, inputs, amendments, conservation practices, yields, pest or pathogen observations, and other approved agronomic, economic, or producer-outcome information.
- Coordinate field activities with WSU, Ecdysis Foundation, BioNutrient Food Association/BioNutrient Institute, qualified laboratories, participating producers, and other technical partners.
- Follow approved MMRV protocols and quality-assurance/quality-control procedures, including equipment checks, accurate data entry, file naming, documentation review, and timely correction of discrepancies.

- Organize monitoring data and contribute to producer summaries, annual MMRV reporting, technical interpretation, presentations, and the project's final synthesis.

Program Coordination, Documentation & Outreach

- Maintain complete, accurate, secure, and timely field notes, producer files, monitoring records, data-entry logs, timesheets, travel records, and grant documentation.
- Coordinate scheduling and field access with producers and project partners; communicate constraints, missed events, equipment issues, or data-quality concerns promptly.
- Support SCD's BioFarming and regenerative agriculture programming, including cohort meetings, field days, demonstrations, producer education, and dissemination of project findings.
- Assist with development and/or presentation of producer-facing educational materials and presentations that accurately communicate soil-health, nutrient-management, MMRV, and project results.
- Protect producer privacy and follow SCD, NACD/USDA, NRCS, laboratory, and research-partner requirements for data stewardship, records retention, safety, and reporting.
- Participate in regular staff and partner coordination meetings and contribute to project work planning, adaptive scheduling, and continuous improvement.

Secondary Job Responsibilities

- Assist with Spokane CD's Farm & Food Symposium and other approved education and outreach events.
- Complete required progress reports, purchasing documentation, time tracking, and other administrative records.
- Perform other related duties as assigned by the Agriculture Services Manager or Agriculture Services Coordinator.

Qualifications

Minimum Qualifications

- Bachelor's degree in agronomy, soil science, plant science, crop science, microbiology, environmental science, natural resources, or a related field; or an equivalent combination of relevant education and professional experience.
- Foundational knowledge of nutrient cycling, soil health, crop systems, plant nutrition, and regenerative or conservation agriculture.
- Demonstrated interest in working directly with farmers, ranchers, Tribes, and land managers in a voluntary, producer-driven conservation setting.
- Ability to collect precise field measurements, follow written protocols, maintain organized records, and recognize and report data-quality concerns.
- Strong written, verbal, interpersonal, organizational, and analytical skills.
- Proficiency with Microsoft Office and willingness and ability to learn NRCS planning tools, field equipment, databases, and project data systems.
- Ability to work independently in the field and collaboratively within a multidisciplinary team.

Desired Qualifications

- Experience with soil sampling, plant tissue or sap testing, agronomic scouting, greenhouse-gas monitoring, field research, or environmental monitoring.

- Familiarity with NRCS conservation planning, Conservation Practice Standards, EQIP, CSP, RCPP, nutrient management planning, or Job Approval Authority.
- Experience with data management, quality assurance/quality control, scientific protocols, laboratory coordination, or technical reporting.
- Familiarity with microscopy, soil or plant microbiology, biological assessments, or biological amendments.
- Experience communicating technical results to producers or supporting on-farm demonstrations and educational events.
- Interest in pursuing NRCS Conservation Planner certification and nutrient-management JAA.

Performance Expectations

- Completes assigned monitoring, sampling, technical-assistance, and documentation activities safely, accurately, and on schedule.
- Maintains dependable producer and partner communication and supports a respectful, service-oriented experience for operations of all scales and backgrounds.
- Demonstrates progressive competency with MMRV protocols, field instruments, nutrient-management planning, and NRCS conservation-planning requirements.
- Produces complete, traceable, and quality-controlled records suitable for producer use, technical review, and required NACD/USDA reporting.
- Contributes to team capacity, cross-training, and the successful delivery of the BioFarming Enhancement Program.

Physical Requirements & Working Conditions

This position includes both office and field work and requires regular travel to farms, ranches, partner locations, and training sites. The employee must be able to work outdoors in variable weather and field conditions, sometimes for extended periods; walk over uneven terrain; bend, kneel, and complete field inventories; and safely carry field equipment consistent with SCD policy and reasonable accommodation requirements. Occasionally early-morning, evening, weekend, and overnight travel may be required. This position must be able to lift and move items weighing up to 50 pounds.

Licenses & Other Requirements

- Valid driver's license and ability to meet SCD requirements for operating a District or personal vehicle for work-related travel.
- Ability to complete required equipment, field-safety, data-security, and partner-protocol training.
- Successful completion of any employment screening required by SCD.

Why Work at Spokane Conservation District

The Spokane Conservation District partners with landowners, communities, and local organizations to conserve natural resources and support sustainable land stewardship across Spokane County. Our staff work across a variety of programs including water resources, forestry, agricultural conservation, and community education.

SCD operates a collaborative campus at The Quarry, which brings together conservation partners, community programs, and public events to support natural resource stewardship in our region. Staff have the opportunity to contribute to meaningful projects that benefit local landscapes, working lands, and the broader community while working in a collaborative, mission-driven environment.

How to Apply

Applicants should submit a resume, cover letter and three references and the SCD Application Form by email to jobs@spokanecd.org.

If you have any questions, please contact Alex Case-Cohen or Ty Meyer.

Alex Case-Cohen, *Ag Services Coordinator*
Ty Meyer, *Ag Services Manager*
jobs@spokanecd.org
509-535-7274

Equal Opportunity Statement

All programs and services of the Spokane Conservation District are offered on a nondiscriminatory basis, without regard to race, color, national origin, religion, sex, marital status or disability.