

## Position Opening

**POSITION:** Grazing Management Technical Assistance Provider (TAP) I

**STATUS:** Full-Time / Benefited / Hourly / Exempt

**COMPENSATION:** \$25.00 - \$30.00 per hour

**DEPARTMENT:** Center for Regenerative Agriculture & Resilient Systems (CRARS)

**LOCATION:** Center for Regenerative Agriculture & Resilient Systems (CRARS)

**RECRUITMENT ID: 182**

**RESIDENCY:** Candidate must be a California resident. Chico State Enterprises is not a sponsoring agency for staff and management positions (i.e. H-1B Visas).

**ESSENTIAL JOB FUNCTIONS:** Through research, education, and outreach activities, the Center for Regenerative Agriculture & Resilient Systems (CRARS) promotes regenerative farming practices to reduce greenhouse gasses, restore soil resiliency and support the expansion of sustainable and economically viable systems-based farm, ranch, and forest management practices on California working lands. It aims to foster conversation and innovative, collaborative strategies to address current and future threats and opportunities for California agricultural production.

The Grazing Management (GM) TAP will support the CRARS Conservation Planning Team as the lead planner in grazing systems management and rangeland ecosystem health assessments. This position will focus primarily on Grazing Management Planning (GMP) and practice implementation for ranchers in Northern California. It will support the CRARS's efforts to build and train a nationwide network of regen ag TAPs. The GM TAP I will regularly interact and collaborate with producers, project partners, and stakeholders to develop systems-based land management plans across grazing management systems in California. Following USDA guidelines and funding program requirements, the TAP I will work with multiple federal and state agencies, Regional Conservation Districts (RCDs), and other conservation partners to provide technical assistance to producers.

The Grazing Management Technical Assistance Provider will work directly with farmers, ranchers, and land managers to promote sustainable and regenerative grazing practices. This role involves offering technical guidance, conducting on-site evaluations, monitoring activities, and providing educational resources to optimize grazing systems that enhance soil health, biodiversity, and farm/ranch productivity. The position is expected to contribute to ongoing funding and development efforts for the center's sustainability programming (e.g., proposal development, leveraging, and/or creating partnership and program opportunities).

**Responsibilities may include:**

- Provide technical assistance in grazing management, including the development of Grazing Management Plans
- Conduct on-site assessments of rangeland ecosystems grazing management, including (but not limited to) pasture conditions scoresheet, indicators for rangeland health, and in-field soil health assessments.
- Provide recommendations for improving pasture quality, soil health, and livestock productivity.

- Assist in implementing rotational grazing, adaptive multi-paddock grazing, and other sustainable practices that build soil carbon and rangeland ecosystem resilience.
- Provide general guidance and assistance in conservation planning to producers.
- Monitor and evaluate the impacts of implemented conservation practices on farms/ranches.
- Support project reports with documentation and data from TAP program implementation for grant-related reports and publications.
- Design, coordinate, and deliver producer field day events, workshops, and conference/meeting presentations.
- Develop and provide instruction on conservation planning to other professional Technical Assistance Providers (curriculum development, delivery, and assessment).
- Regular communication with the project team, partners, consultants, and collaborators.
- Build and maintain relationships with growers, agricultural organizations, and government agencies.
- Work together with the TAP team to build our network of growers and TAPs
- Participate in project meetings and other project-related events.
- Support project evaluation activities.
- Project communication, dissemination, and reporting.
- Provide support to a TAP network.
- Other duties, as assigned.

**EMPLOYMENT STANDARDS:** Bachelor's degree in Range Science or Management, Agronomy, Soil Science, or Plant Science. Experience in grazing management with on-farm/ranch conservation practices related to soil health is desired. Still, training will be provided for applicants without direct practical experience in climate-smart production methods.

- Experience with Grazing Management Plans or Conservation Planning experience
- Knowledge of sustainable/climate-smart/regenerative agriculture farming and grazing practices and principles of soil health
- Certified Technical Assistance Provider or have an interest in becoming a certified TAP
- Ability to learn the conservation planning process for multiple resource concerns
- Excellent oral and written communication skills and experience with reporting
- Ability to communicate effectively with agricultural producers, landowners, technical service providers and other stakeholders
- Ability to navigate federal and state agencies to understand conservation planning opportunities, including funding for practice planning, design, and implementation
- Proficient computing capabilities (either Mac or PC)
- Proficient with Microsoft Office products, particularly Word, Excel and PowerPoint
- Ability to learn GIS mapping software such as ArcGIS, or Google Earth Pro
- Organizational skills and the ability to prioritize tasks
- Responsible, punctual, self-directed, and task-oriented with strong problem-solving skills
- Ability to adapt to a fast-paced, evolving work environment and to work within deadlines
- Ability to multitask and manage multiple project deadlines
- Must have excellent people skills and work well as a member of a team
- Must have the ability to take direction and dynamically adjust to feedback

- Candidates must have valid CA driver's license, automobile liability insurance, and have their own transportation.

**COMPLIANCE REQUIREMENTS:**

- Candidate must be in possession of valid driver's license and automobile liability insurance. Participation in the DMV Employer Pull Notice Program (driving record) is required. The candidate will be required to update their insurance with Chico State Enterprises Human Resources when necessary.

**BENEFITS:**

Benefits for employees working 30 hours or more per week include employer paid life insurance (\$50,000) and long-term disability; options for health, dental, and vision insurance; FSA; 15 paid holidays including 1 personal holiday; vacation accrual (initially 10 days/year); sick leave (up to 12 days/year); employer contributions to your 403(b) retirement plan (up to 8%).

**HOW TO APPLY:**

To be considered, submit the following documents by **October 31st, 2024**. Documents submitted after this date may not be considered.

- Resume
- [Chico State Enterprises Application](#)
- Three Professional References

**BY DROP BOX:** <https://csuchico.app.box.com/f/125126cdbe8e4802877486fab59a876f>

**BY EMAIL:** [csejobs@csuchico.edu](mailto:csejobs@csuchico.edu)

Paper applications will not be accepted; however, Chico State Enterprises is an Equal Opportunity Employer and is happy to provide reasonable accommodations to applicants at any step of the application process. If you need assistance in this regard, or are having technical difficulties, please contact the Human Resources office at 530-898-6811 or [csejobs@csuchico.edu](mailto:csejobs@csuchico.edu) prior to 5:00 pm on the document deadline date. The employer is Chico State Enterprises, a non-profit corporation serving as an auxiliary organization of California State University, Chico. Employment is considered to be at-will.

**AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER:**

Chico State Enterprises is an Equal Opportunity Employer and does not discriminate against persons on the basis of race, religion, color ancestry, age, disability, genetic information, gender, gender identity, gender expression, marital status, medical condition, National origin, sex, sexual orientation, covered veteran status, or any other protected status. It is the Enterprises' policy to hire only United States citizens and aliens lawfully authorized to work in the United States. All new employees must provide proof of identity and authorization to work.