



Title: Agriculture and Rangeland Community Programs Manager

About Sierra RCD: A non-regulatory, non-taxing, nonprofit, Special District of the State of California; the mission and function of the SIERRA RESOURCE CONSERVATION DISTRICT (Sierra RCD) is to take available technical, financial, and educational resources, whatever their source, and focus or coordinate them at the local level, to meet the present and future natural resource needs of the local land user. Offices are in Auberry and Fresno, CA. More information can be found at www.sierrarc.com

Sierra RCD's service area covers the eastern half of Fresno County and has two main programs in operation that interact with local land users and landowners: the Forestry and Watershed Program which predominantly focuses within the Sierra Nevada Mountains and foothills, and the Agriculture and Rangeland Program which focuses within the Sierra Nevada foothills and Central Valley floor.

The Agriculture and Rangeland Program (A/R Program): The Sierra RCD A/R Program is committed to supporting Fresno County's diverse and productive community of producers and ranchers by providing technical assistance on soil and water conservation practices, education on business practices; with an emphasis on supporting historically underserved producers and ranchers, and small to mid-scale farm operations. The A/R Program also participates in partnership support services that improve farm and ranch productivity while strengthening the agricultural industry and its resilience to climate change.

Overview: Sierra RCD seeks an individual with a deep commitment to serving the agricultural community of the Central Valley to fill this position. This position will work to further Sierra RCD's mission, vision and values by leading the A/R Program's community engagement work. The Community Programs Manager plays a crucial role in connecting the communities we serve to awareness of resources available, coordinating educational workshops and events, providing technical assistance on funding opportunities, and fostering organizational partnerships. This position will work collaboratively internally and externally and supervise interns and at least one staff position.

The Community Programs Manager will be primarily responsible for implementing the following programs:

1. Develop Outreach and Education Opportunities on the following topics:
 - Securing land tenure: Many small and mid-scale producers do not have a stable, long-term arrangement for land they are farming. This negatively impacts sustainability of farm operations, business, and ability to invest in regenerative agricultural practices which can be long-term investments. The Community Programs Manager will work with regional and local organizations and community groups to connect more producers with long-term land arrangements.
 - Professional development for producers and ranchers: The Community Programs Manager will survey producers for marketing and business model ideas that are of value with the ultimate purpose of developing educational opportunities on these topics. Workshops offering technical

guidance would not be duplicative of partner organizations, would be collaborative, and incorporate peer-to-peer learning where possible.

- Resource opportunities: Develop and lead workshops and events for producers and ranchers highlighting available funding and supportive programs with other resource providers.
2. Support Producers and Ranchers seeking financial assistance:
- Technical Assistance: guide and support producers and ranchers through processes required for opportunities beneficial to farm operations.
 - Direct Funding: Contribute to development and implementation of a funding program providing economic relief directly to small and mid-scale producers and ranchers. Work will include developing and communicating program priorities, reviewing applications to ensure eligibility and consistency with program priorities, assisting applicants, reviewing selected applicants with the primary funder, communicating decisions to applicants, and coordinating awards.

Specific Responsibilities and Duties:

- **50% Outreach and Education:** Primarily responsible for implementing outreach to the producers and ranchers Sierra RCD seeks to serve. Community Programs Manager will design and coordinate meetings, workshops and events as described above. Establish and/or maintain mutually beneficial working relationships with aligned agencies, organizations, community groups and other entities providing relevant expertise and technical or financial assistance for farmers and ranchers. Represent Sierra RCD at public meetings, and make presentations at events and workshops as needed.

- **20% Technical Assistance:** Assist and support producers and ranchers in applying for funding that will strengthen their ability to be productive and resilient, including: economic relief from losses due to drought; financial support for implementing on-farm conservation projects and regenerative agriculture practices; increase reliable access to agricultural lands; and other opportunities as they arise.

- **20% Grant Administration:** In partnership with the A/R Program Manager, and as described above, coordinate the development and implementation of a direct-funding program to provide economic relief to small and mid-scale producers and ranchers. Administrative management includes ensuring grant-making and related procedures are completed professionally and on schedule, and consistent with best practices. Also includes reporting and closeout of relevant A/R Program grants.

- **10% Program Maintenance:** In partnership with the A/R Program Manager and Program staff - identify and participate in applying for relevant grant funding and other fundraising opportunities; regularly evaluate program effectiveness and relevance; identify opportunities to advance goals and objectives of the A/R Program and broader Sierra RCD; and other appropriate work as this position develops.

Essential Experience and Desired Qualifications:

- Associate's degree and five-plus years of professional experience in outreach and education in agriculture, natural resource management, resource conservation, or related fields;
- Multi-lingual proficiency;
- Understanding of the unique circumstances and history of the agricultural industry and culture of California's Central Valley;
- Working directly with farmers, ranchers, and other agricultural and environmental professionals, organizations, and stakeholders;
- Experience in a leadership role on project management;

- Experience with grant writing, implementation, reporting, and budget management;
- Proficiency with MS Office, spreadsheets, databases, and word processing;
- Ability to work independently, multi-task and prioritize in a dynamic work environment; and
- A valid State of California driver's license and reliable transportation.

Reports to: Executive Directors and Agriculture and Rangeland Program Manager

Commitment: Compensation starts at \$60,000 to \$70,000 per year commensurate with experience and qualification. Benefits available include health insurance, paid time off for public holidays, vacation and sick days. This is a full time, non-exempt position, hybrid schedule of in-office and remote work. Applicants must be primarily located within Fresno County, or be willing to relocate and/or live within a reasonable driving distance.

To Apply: This position is OPEN UNTIL FILLED. Please Submit Letter of Interest and Resume to Karin Roux via email: [kroux \[at\] sierrarc.com](mailto:kroux@sierrarc.com).