



JOB DESCRIPTION

| | |
|--------------------|---|
| Position: | Program Research Assistant – Crop Protection Ecology |
| Department: | Crop Protection Ecology |
| Reports to: | Lead Scientist - CPE |
| Supervises: | None |
| Status: | Non-Exempt |
| Location: | Salina, KS |

About The Land Institute:

The Land Institute co-leads the global movement for perennial, diverse, truly regenerative agriculture at a scale that matches the enormity of the intertwined climate, water, and food security crises. The Land Institute's work, led by a team of plant breeders and ecologists in multiple partnerships worldwide, is focused on developing perennial grains, pulses and oilseed bearing plants to be grown in ecologically intensified, diverse crop mixtures known as perennial polycultures. The Institute's goal is to create an agriculture system that mimics natural systems in order to produce ample food and reduce or eliminate the negative impacts of agriculture. Through transdisciplinary research and collaborations, we build learning communities to help society cross the threshold into diverse, perennial grain agricultures.

Position Summary:

The Crop Protection Ecology program at The Land Institute is seeking an individual for a temporary full-time, hourly position for 5 months. The Research Assistant will be trained to identify native bees to family and genus, and they will assist our Crop Protection Ecology technician in identification of preserved bee samples. The Research Assistant will also assist, as needed, with other research projects within the program, which may include plant-insect greenhouse experiments, rearing a caterpillar crop pest in the laboratory, and spring field surveys.

Starting time for the position will be during January-February 2022 (exact start date is flexible). Low-cost, shared onsite housing is available for rent. Work hours are generally 8-5 pm Monday – Friday, although some flexibility in work hours can be considered for applicants who are taking education courses. Expected workload is 40 hours / week.

Responsibilities:

- Identify insects using a microscope for several hours a day
- Assist Crop Protection Ecology Technician in identification of preserved bee samples
- Assist, as needed, with other research projects within the program – may include plant-insect greenhouse experiments, rearing a caterpillar cop pest in the laboratory, and spring field surveys.
- Daily use of computers and data entry (Microsoft Office, etc.)

Competencies:

- **Mission Driven:** You are passionate about the mission of The Land Institute to create a diverse, perennial grain agroecosystem that feeds humanity and are interested in aligning your skills and personal genius to benefit this work.
- **Creative Problem Solver:** You excel at strategic thinking, being open to new perspectives and better ways to do things; you are creative, visionary and manage innovation well. You are interested in serving the organizations needs by developing, through a consultative and collaborative approach, novel solutions to organizational challenges.
- **Courage:** You do not retreat or shy away from hard things. You face challenges and conflict with professionalism,

grace, and resolve.

- **Inspiring and Inspired:** You are inspired by the people around you, finding and harnessing the genius in your colleagues to meet organizational objective, and you are inspiring to others through example and your own genius applied.
- **Collaborative:** You are a team player first and believe in the power of a diverse collective to solve problems.
- **Growth Mindset:** You have the vulnerability to know what you don't know, admit your flaws, and learn from others to grow and develop yourself and the organization.
- **Sense of Humor:** You have a great depth of knowledge in your area of expertise, but don't take yourself or the world too seriously. You focus on the positive and find humor and awe in every day.

Position Requirements:

- Must be able and willing to identify insects using a microscope for several hours a day
- Good fine motor skills
- Competence with computers and data entry (Microsoft Office, etc.)
- A keen interest in insects
- Ability to work both independently and with others
- Good oral and written communication skills
- A self-starting, "Can-do" attitude
- Willingness to live and work in a rural setting
- High school diploma or equivalent
- Possess a current state issued driver's license

Preferred Qualifications:

- Previous experience using taxonomic keys
- Laboratory or greenhouse experience
- Preference will be given to either (1) those enrolled in or have recently graduated from a relevant life science program. This may include but is not limited to: biology, entomology, ecology, environmental science, or agricultural science, OR (2) those who have demonstrable work experience in insect identification or a closely related field.
- Ability and willingness to work in various weather conditions.

Environmental and Working Conditions:

The primary task involves insect identification in a laboratory setting, meaning long hours of sitting at a desk and looking through a microscope. Physical work in the greenhouse or field, while less common, may involve some combination of climbing ladders, bending, reaching, standing, operating hand tools, working on uneven terrain, balancing, stooping, kneeling, crouching, and crawling, and being able to lift, carry, push and/or pull moderately heavy objects and materials (up to 50 pounds).

Compensation and Benefits:

The Land Institute offers a competitive salary that is commensurate with experience. The hourly rate for this position is \$15.00.

The above statements are not an exhaustive list of job duties and responsibilities of this position at The Land Institute. They only reflect the general duties and responsibilities necessary to describe the principal functions of the job. Responsibilities of the position are subject to change as determined necessary.

The Land Institute is an equal opportunity employer and embraces the opportunity to provide employment to qualified individuals regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national

origin, age (40 or older), disability or genetic information. We are pleased to provide reasonable accommodations to enable individuals with disabilities to perform the essential functions.

Understanding and Agreement:

I understand and agree to perform my job as best I can and commit to moving the mission of The Land Institute forward. I realize this written position description is designed to give me a summary of the major duties and responsibilities of my position. I may be asked to perform other position-related tasks that may not be specifically mentioned in this description.

I understand that The Land Institute is dedicated to a culture where ethical considerations are part of making decisions by all employees. This includes following federal and state laws and regulations and company policies and procedures. I know that if I become aware of any issues during my employment that seem questionable to me, I must report them so they may be reviewed and investigated.

I also understand that my position description is to be used as a guide for conduct in the employment setting and is not a contract or offer of a contract of employment terms. The Land Institute is an employment-at-will agency.

Employee Signature

Print Employee Name

Date

Supervisor/HR Signature

Print Supervisor Name

Date