



JOB DESCRIPTION

Position: Research and Extension Agronomist
Department: Research
Reports to: Lead Scientist, Perennial Legumes
Supervises: None
Status: Exempt
Location: Remote – KS, NE, IA, or MO

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 agriculture.

Position Summary:

We are seeking an agronomist to bridge our perennial groundcover (PGC) research and discovery efforts with the growers we support. Perennial groundcover systems combine row-crops (e.g. corn, soybean, or perennial grains) with low-growing perennial groundcovers (e.g. clovers) to produce high-yields of grain while minimizing soil loss and regenerating soil water, carbon, and nutrient cycles. Providing technical and agronomic support to early adopters of PGC systems, PGC researchers, and PGC civic scientists throughout the Midwest will be critical for success in this role. PGC extension agronomist will be supervised by the lead scientist of the perennial legume program at The Land Institute while also collaborating with members of the crop stewardship and civic science programs. The position is remote in the Midwest to include KS, NE, IA, or MO.

Responsibilities:

- Provide technical and agronomic support for perennial groundcover growers including best practices for organic and conventional crop production practices particularly regarding perennial groundcover establishment and suppression methods.
- Responsible for all aspects of coordination and execution of on-farm field trial protocols with a focus on in-season trial soil sampling and data collection.
- Develop and maintain relationships with key growers, educators, and influencers and with research and discovery colleagues.
- Provide written agronomy research summaries and technical product use guides in support of perennial groundcover system development.
- Co-design protocols, datasheets, and educational materials for a perennial groundcover citizen science project in collaboration with 4-H and FFA for students in IA and elsewhere.
- Regularly evaluate and integrate TLI co-developed digital platforms for collecting data from growers and civic scientists. Test, troubleshoot, and report issues with The Land Institute software development team and collaborators.
- Travel up to 40% of the time.

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:

- Bachelor's or Master's in Agronomy or related field plus field research experience required.
- Expertise in organic and conventional commercial row-crop production practices.
- Expertise in the evaluating best practices and creating and implementing on-farm research protocols and demonstrations.
- Strong interpersonal communication skills supported by proficiency in verbal and written communications. Ability and enthusiasm to effectively engage a wide range of people and communities.
- Experience identifying and addressing barriers to diverse, equitable, and inclusive participation in research and education
- Strong practical knowledge of and experience with precision ag data collection and management while assuring scientific and ethical integrity.

Environmental and Working Conditions:

Tasks involve the regular and sustained performance of moderately physically demanding work, often involving some combination of climbing ladders, bending, reaching, standing, operating equipment, working on uneven terrain, balancing, stooping, kneeling, crouching, and crawling, and which involves the lifting, carrying, pushing and/or pulling of moderately heavy objects and materials (up to 60 pounds) and occasionally heavy items (up to 100 pounds).

Compensation and Benefits:

The Land Institute offers an excellent benefits package and a competitive salary that is commensurate with experience. The salary range for this position is \$40-50k annually.

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
-------------------------	-----------------------	------