



Winnebago County
The Wave of the Future

JOB POSTING

POSITION TITLE: **Watershed Specialist**

LOCATION: Land & Water Conservation Department

HIRING RANGE: \$58,362 - \$64,847

STATUS: Full Time

HOURS PER WEEK: 40

WORK HOURS: Monday – Friday: 8 AM – 4:30 PM

APPLICATION DEADLINE: **Ongoing**

Current Winnebago County employees interested in applying for this position will need to complete the Winnebago County Application for [Departmental Transfer/Position Change](#) form. Other parties interested in applying for this position will need to complete the [Winnebago County Application for Employment](#).

WINNEBAGO COUNTY POSITION DESCRIPTION *August 2024*

POSITION TITLE: **Watershed Specialist**

DEPARTMENT: Land and Water Conservation

PAY BASIS: Salaried

PURPOSE AND SUMMARY:

Conducts watershed plan implementation by providing technical, educational and professional assistance with soil and water conservation, soil health and other related practices that are needed to comply with federal, state, and county standards and ordinances.

ESSENTIAL FUNCTIONS:

1. Engages with ag-producers to reduce sediment and phosphorus loading from the agricultural landscape by promoting soil health concepts and best management

practices that will bring them in compliance with the State Agricultural Performance Standards (APS). Develops plans and implement cost-sharing programs for cover crops, no-till implementation, rotational grazing and other agricultural practices that protect water resources, prevent erosion, and build soil health.

2. Develops outreach and education events related to soil health principles and promote events through print, web, and social media. Coordinates soil health demonstration field days and research plots to present new concepts and technology to the community. Builds relationships and coordinates activities with landowners, ag-producers, producer-led groups, agency staff, educators, crop consultants, agronomists, implement dealers, and others to promote the adoption of nutrient management and soil health principles.
3. Works with landowners to obtain cost-share contracts for the installation of "best management" practices and process the cost-share reimbursements. Tracks progress, reports results, and maintains accurate files and records of cost-share agreements, watershed planning processes, watershed participants and other grant requirements. Assists with grant applications to secure cost-share funds to support achievement of the pollutant reduction goals established in Resource Management and Watershed Plans.

ADDITIONAL ESSENTIAL DUTIES:

1. Provides information, education, and technical assistance to landowners and ag-producers regarding the use of cropland conservation systems, cover crops and nutrient management practices.
2. Conducts meetings with individuals or groups of landowners, ag-producers and agronomy professionals to provide detailed information on the use and management of specific cropland conservation practices and conservation equipment.
3. Independently organizes, promotes, and manages field days, meetings, workshops and events.
4. Conducts visits with landowners and ag-producers to determine current compliance status with all applicable County, State and Federal ordinances and standards as well as provide the necessary technical assistance and guidance to help landowners achieve compliance.
5. Performs on-site field investigations with landowners and ag-producers to determine the need and feasibility of specific conservation practices for integration into their cropland management system.
6. Prepares federal, state and county program agreements or permits with landowners and ag-producers as required for cost-sharing practices or ordinance compliance.
7. Assists with surveys, designs and construction oversight of water quality best management practices as needed.
8. Represents LWCD on professional committees, agency groups and environmental and agricultural organizations.
9. Prepares news releases and promote educational information for distribution via written, radio, social media, television and other formats.
10. Provides assistance with departmental information and education presentations and displays.
11. Performs other related duties as assigned.

WORK RELATIONSHIPS:

1. Reports to LWCD Director

2. Works with LWCD staff, other county employees, local organizations, town, state and federal government employees and other professional organizations.

REQUIRED EDUCATION, EXPERIENCE, TRAINING, AND CERTIFICATION:

1. Bachelor or Associate Degree from an accredited institution in Agronomy, Natural Resource Management, Soil Science, Watershed Management or a related field of study or a combination of training and direct experience.
2. Minimum of two years of experience in a natural resource related position with knowledge of agronomy and soil health systems preferred.
3. Current valid Wisconsin driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES:

1. Ability to establish and maintain effective working relationships with others.
2. Knowledge of soils, agronomy practices, soil health principles, nutrient management and farm management.
3. Ability to assess need and understand the design and construction of soil and water conservation Best Management Practices.
4. Working knowledge with Microsoft Office applications and some experience with RUSLE2, SNAP-Plus, ArcView and AutoCAD is desirable.
4. Ability to interpret aerial photography, GIS layers, aerial slides, soils maps and legal descriptions.
5. Knowledge of programs and responsibilities of the County Land and Water Conservation Department; USDA Natural Resource Conservation Service; WI Dept. of Natural Resources; and WI Dept. of Agriculture, Trade and Consumer Protection.
6. Strong written and verbal communication skills including listening skills.
7. Access to a motor vehicle and commitment to meet and maintain the County's automobile insurance requirements.

PHYSICAL REQUIREMENTS:

1. Ability to perform work from a sedentary position.
2. Ability to function in situations encountered in a normal office setting and use standard office equipment including telephone, computer, printer, photocopier, and scanner.
3. Ability to walk long distances on uneven terrain while carrying survey and other equipment.
4. Ability to stand for long periods of time.
5. Ability to travel to other County departments and locations.
6. Ability to lift and carry objects or supplies weighing up to 50 pounds short distances.