



# RESILIENT INDIANA

## Field Technicians

We expect to post to hire the first cohort of 3 **Resilient Indiana** field technicians this Spring and the remaining 8 **Resilient Indiana** field technicians about a year later.

**Resilient Indiana** field technicians will be located around the state with various Indiana Conservation Partners' offices.

**Resilient Indiana** field technicians will provide soil and water resource-related technical assistance to agricultural and urban land-users within a regional team consisting of members of various Indiana Conservation Partners. Assistance consists of facilitating the application of measures that protect and enhance the quality of soil and water and other natural resources.

**Resilient Indiana** is supported by a five-year grant that ends in September 2028 unless additional funding is available.

Anyone interested in being notified when the **Resilient Indiana** field technician positions are posted can send an email to [Resilient-Indiana@iaswcd.org](mailto:Resilient-Indiana@iaswcd.org) or use the QR code to the right.

Emails should use a subject line of "Resilient Indiana Technicians" and include name, phone and email address.



(<https://forms.gle/P4FR39QpodhMrVK6>)

**Resilient Indiana's** purpose is:

- Build the capacity of Indiana's Soil and Water Conservation Districts (SWCDs) and partners to promote climate change mitigation activities
- Reduce greenhouse gas emissions and improve carbon storage on agricultural lands
- Improve ecological resilience of local agricultural enterprises and rural communities.

**Resilient Indiana** is made possible through the support of the USDA Natural Resources Conservation Service (NRCS) and Clean Water Indiana (CWI).

**Resilient Indiana** is hosted by the Indiana Association of Soil and Water Conservation Districts (IASWCD).

IASWCD is an Indiana-based 501(c)(3) nonprofit organization dedicated to enabling the conservation of Indiana's natural resources through the combined support of its 92 member SWCDs. IASWCD manages a variety of grants that leverage federal, state, corporate, and local dollars to fund programs that advance conservation efforts statewide, including Conservation Cropping Systems Initiative (CCSI), Urban Soil Health (USH), and the Pathway to Water Quality exhibit at the Indiana State Fair.

## Resilient Indiana Field Technician's Salary and Benefits

**This is Preliminary**

Details may change when the positions are posted

- \* Starting Salary - \$51,000 with increases of up to 5% per year depending on performance.
- \* Retirement contribution is an additional 5%.
- \* Field technicians are expected to work 75 hours per pay period (2 weeks) but can flex as desired and a limited amount of flex can be rolled into the next pay period.
- \* Access to a Health Reimbursement Account (HRA) of up to \$366.66 per month. The HRA can be used to pay for health insurance through Marketplace or toward the premium to be included on a family member's insurance. Any extra funds can be put towards out-of-pocket costs.
- \* Cell phone and internet - reimbursed up to \$100 per month.
- \* **Resilient Indiana** field technicians are expected to use their own vehicle with mileage reimbursed at the federal rate - ~ 500 miles per month. There are funds for overnight stays.
- \* Funds are available for technical and safety equipment, computers, office supplies.
- \* IASWCD observes all federal holidays, plus national elections, the Friday after Thanksgiving and the week between Christmas and New Year's. (approx. 20 days)
- \* Paid time off (PTO) is earned at 6 hours per pay period (26 per year). Staff can start taking it after 90 days of continuous employment. PTO can be used for either sickness or vacation time.



IASWCD values the unique contributions each member of our staff and community gives to support our shared success. IASWCD is an equal opportunity employer. This means employment is based upon individual capabilities and qualifications without discrimination due to race, color, religion, sex, gender identity, sexual orientation, pregnancy, age, national origin, disability, military or veteran status, or any other protected characteristic as established by law. Equal Employment Opportunity applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, layoffs, termination and all other terms and conditions of employment and protects all employees and applicants.