

## Job Description: Conservation Technician

### About the Opportunity

Resilient Indiana Conservation Technicians will provide soil and water resource-related technical assistance to agricultural, woodland, and urban land users within a regional team consisting of members of local, state, and federal partners (Indiana Conservation Partnership (ICP, <https://icp.iaswcd.org/>)). Technical assistance consists of facilitating the application of measures that protect and enhance the health and quality of soil and water and other natural resources.

Resilient Indiana: Technical Assistance for SWCDs (RITA) is an initiative of the Indiana Association of Soil and Water Conservation Districts (IASWCD), 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 Soil and Water Conservation Districts (SWCDs).

Resilient Indiana was launched in late 2023 to supply three key benefits:



- Technical Support – Provide prompt and expert technical assistance, training, and outreach focused on reducing soil erosion, enhancing soil health, improving water quality and quantity, and enhancing wildlife habitat.
- Capacity Building – Ensure staff availability to support individual Soil and Water Conservation Districts (SWCDs) in program implementation, while expanding service offerings to local communities.
- Workforce Development – Focus on training and mentoring young professionals with the goal of cultivating long-term commitment to work in the fields of environmental conservation and sustainable practices.

**IASWCD is hiring two (2) Resilient Indiana Conservation Technicians to start late May/early June 2026 for the RITA Tech 1 and RITA Tech 6 positions.**

### Job Location

Each RITA Tech will be tasked to work with SWCDs in a five to seven county region. The map of RITA Assignments is at <https://shorturl.at/83Klv>. The only vacant positions currently are the RITA Tech 1 and 6 positions. The RITA Tech 1 position works in Jasper, Lake, LaPorte, Newton, Porter and Starke counties. The RITA Tech 6 position works in Blackford, Grant, Huntington, Jay, Randolph and Wabash counties. You do not need to live in one of your assigned counties.

### Job Responsibilities

**Support local SWCD boards and staff efforts to promote practices that improve the health and quality of soil and water. (25% of the time)**

- Assist SWCDs with local conservation activities
- Develop natural resources conservation program activities (such as: outreach, workshops and field days) in cooperation with SWCDs, partner agencies, and other organizations

- Assist in the development and implementation of long-range district plans and annual plans of work
- Coordinate SWCD programs/activities with the programs of other agencies and groups
- Provide information, promote opportunities, and be a resource to the SWCDs by speaking at county/regional meetings, conferences, creating displays, direct mailings, etc.

**Assist outreach to the public on the benefits of measures that enhance the quality of natural resources. (20% of the time)**

- Develop strong relationships with land users/owners through formal and informal channels
- Meet with the public to discuss resources that will help them reach their personal conservation goals
- Maintain relationships with land users/owners to encourage continued conservation efforts
- Represent IASWCD as needed in public appearances to inform the public of the purpose of RITA

**Coordinate with partners and others to expand knowledge of programs that support adoption of conservation practices. (20% of the time)**

- Attend partner and other relevant meetings and events in the region to provide program updates and network
- Continuously cultivate new partnerships and maintain existing relationships with outside organizations that will be beneficial to the program and the land users/owners you work with
- Contribute information, updates, highlights, and relevant materials to internal, SWCD and partner newsletters, social media channels, and additional outlets (e.g. newspapers, radio, etc.)
- Coordinate with local partners to enhance learning opportunities for other ICP staff and landowners/users
- Represent the IASWCD at various meetings, hearings, conferences, forums, workshops, and conventions which may necessitate travel and/or overnight accommodations

**Provide technical assistance and education in teamwork with other Indiana Conservation Partners. (35% of the time)**

- Work closely with ICP staff to efficiently handle technical assistance requests throughout the region
- Fully utilize Toolkit/Protracts/Conservation Link programs to document and manage conservation plans and technical assistance
- Maintain close working relations with personnel from U.S. Environmental Protection Agency, U.S. Fish and Wildlife Service, U.S. Army Corps of Engineers, and other federal, state, and local agencies and organizations
- Work with farmers and other landowners to develop conventional conservation plans addressing common resource concerns
- Prepare time and progress reports and maintain field office records of ongoing projects
- Conduct engineering field surveys for the purpose of designing best management practices
- Complete training to become Certified Conservation Planners



**Perform other duties as assigned by the IASWCD RITA Director and/or the IASWCD Executive Director**

**Required Skills, Knowledge, Abilities and Experience**

- Understanding of soil and water conservation theories, principles, techniques, and practices

- Understanding of surveying, computer-aided engineering design, and layout of conservation practices
- Ability to foster and maintain cooperative working relationships with diverse clients and partners
- Ability to attend occasional evening and weekend meetings
- Excellent oral and written communication skills
- Flexibility and versatility
- Ability to maintain a valid Indiana driver's license, a safe driving record, and a vehicle for job-related activities
- Successfully complete an I-9 Employment Eligibility Verification ([Form](#))
- Ability to successfully obtain a LincPass (<https://shorturl.at/gjw01>)

### **Preferred Skills, Knowledge, Abilities and Experience**

- Expertise in the design, application, installation, and maintenance of practices relating to soil and water conservation
- Ability to read, interpret, and draft engineering plans and specifications
- Effective understanding of modern farm equipment, practices, and specific knowledge of equipment, application, and operation
- Experience talking and working with producers and woodland managers

### **Qualifications**

Successful candidates will have a bachelor's degree from an accredited university or college. Candidates may substitute an associate's degree and at least three years of applicable experience in place of a bachelor's degree.

The degree should be in a preferred field of study that relates to this position such as soil conservation or related agricultural or natural resource discipline such as physical/earth science, agronomy, soil science, forestry, agricultural/environmental engineering.

### **Working Conditions**



It is expected that Conservation Technicians will be regionally located within the five to seven counties where the majority of their work will take place. Conservation Technicians will have access to shared workspaces within local USDA Service Centers and/or Soil & Water Conservation Districts of the region.

Extensive travel within the assigned area is expected and less frequent travel outside the assigned area will occur. Some overnight travel may be necessary. Conservation Technicians are expected to attend occasional night and weekend meetings in their assigned area. Conservation Technicians are required to possess a valid Indiana driver's license and safe driving record. Conservation Technicians will use their personal vehicle for job-related activities and IASWCD will reimburse mileage.

Conservation Technicians will work outdoors under all types of weather and terrain conditions while carrying common surveying equipment part of the time and work in an office environment part of the time.

## Supervision

Resilient Indiana Conservation Technicians shall be under the supervision of the Resilient Indiana Program Director, who provides direct guidance resolving problems and encouraging job growth. Conservation Technicians are expected to work independently and with various Indiana Conservation Partnership staff daily on projects in various locations. The work is non-routine due to project site-specific variables and will be randomly reviewed for completeness and accuracy.

The Resilient Indiana Program Director will evaluate the performance of the Conservation Technician on an annual basis. The Conservation Technician will attend frequent RITA team meetings. They will also be responsible for submitting regular weekly activity reports to the RITA Program Director and IASWCD's Board of Directors.

## Salary and Benefits

This is a full-time grant funded exempt position that is funded through September 2028. Employment beyond September 2028 is contingent upon future funding. The initial annual salary is \$51,000. Annual salary increases will be available based upon job performance.



A benefit package that includes a health stipend, retirement contribution, paid time off, flexible work schedule, and cell phone stipend is available.

## How to Apply

Email cover letter, resume and college transcript to:

Meg Leader, IASWCD Resilient Indiana Program Director [Resilient-Indiana@iaswcd.org](mailto:Resilient-Indiana@iaswcd.org)

- Cover letter should be no longer than a single page.
- In your cover letter, please indicate which of the open positions you are interested in filling, or if both, which is preferred. The map of RITA Assignments is at <https://shorturl.at/83Klv>
- An unofficial copy of your transcript(s) is sufficient if it includes your name, graduation date and course information.

Questions? Email Meg or call 812.510.3939.

**Deadline: Monday, April 20, 2026**, or until it is filled. Interviews may be scheduled as resumes are received. Highly interested candidates are encouraged to submit materials prior to the deadline.

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.