



FIBERSHED

Local Fiber, Local Dye, Local Labor

Job Description

Fibershed is a non-profit organization that develops equity-focused regional and land regenerating natural fiber and dye systems. Our work expands opportunities to implement climate beneficial agriculture, rebuild regional manufacturing, and connect end-users to the source of our fiber through direct educational offerings. We are transforming the economic and ecologic systems that clothe us to generate equitable and climate change ameliorating textile cultures. Learn more at www.fibershed.org.

The Climate Beneficial Agriculture Program develops natural fiber and dye systems that contribute to the stabilization of our climate. Our work spans from researching and demonstrating agro-ecological practices to building markets for textiles sourced from producers who implement climate smart practices. We work directly with land stewards to produce peer-to-peer educational events and we direct funding streams towards land management practices that build soil carbon and increase productivity naturally.

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| Title: | Climate Beneficial Agricultural Manager |
| Status: | Full time exempt (Not subject to overtime) Position duration based on 2-year grant timeline; extended as funding is available |
| Supervisor: | Executive Director |
| Location: | Hybrid/remote, living in or willing to relocate to Northern California (preference for counties that border the San Francisco, San Pablo, or Suisun estuaries: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, or Sonoma counties) |
| Posted: | February 11, 2025 |

Job Function

The Climate Beneficial Agricultural Manager will lead relationship building, administration, data collection and project implementation to meet the Climate Beneficial Program's goals and objectives as outlined in Fibershed's work plan. This role will provide outreach, technical assistance and programmatic support for the enrollment of wool growers in regional, state and federal level grant programs, which could include the USDA Climate Smart Commodity grant, Healthy Soils Program, and other agricultural initiatives as they evolve.

The Climate Beneficial Agricultural Manager will be responsible for grant deliverables, which include administering cost-share funding to support the transition to sustainable and climate-resilient farming practices in California's agricultural communities and coordinating the completion of Carbon Farm Plans (CFPs). This is a highly collaborative and multi-faceted role, where you will work closely with farmers, ranchers, local Resource Conservation Districts (RCDs), and partner organizations, to ensure the effective execution of multiple grant deliverables, including on-farm project development, implementation support, grant administration.

Principle Tasks:

On-Farm Planning & Producer Outreach: 35%

- Provide regionally appropriate technical assistance to woolgrowers via in-person site visits, phone, and email
- In collaboration with wool growers and technical assistance providers, write and/or contribute to the review process for 6-8 Carbon Farm Plans that include producer goals, soil assessments, spatial mapping, resource concerns, a suite of recommended NRCS Conservation Practice Standards and quantified greenhouse gas benefits

- Solicit expertise from project partners and technical assistance providers such as NRCS conservationists, Resource Conservation Districts, regional Soil Hubs and UC Extension and other groups to develop Carbon Farm Plans
- Recruit and assist producers in applying for grant funding, ensuring projects align with grant guidelines and objectives
- Embed diversity and inclusion in your work, including direct outreach to small and historically underserved producers

Administration and Reporting and Contributing to the Climate Beneficial Verification: 45%

- Collect data and contribute to quarterly project reports towards grant benchmarks and goals
- Maintain accurate records of project data, expenses, and financial tracking for grant reporting and administrative purposes
- Prepare, track, and submit grant progress reports in accordance with grant requirements, ensuring timely and consistent reporting
- Administer program details to project participants and maintain confidential records and information
- Monitor conservation practice implementation and measure and report on quantifiable GHG reductions via COMET-Planner
- Work with the Climate Beneficial Verification team seasonally to collect data for ranch case studies, on-farm practices and wool specifications that drive ecological claims processes, generate scope certificates, and support Fibershed's ongoing Climate Beneficial Verified framework development and annual Carbon Farm Reports
- Coordinate, organize, and collate feedback from academic and field experts to calibrate the Climate Beneficial Verification for wool
- Support the development of an updated data management system for holistic outcome-based metrics

Partnership Building & Coordination: 20%

- Coordinate with partner organizations including the National Center for Appropriate Technology (NCAT), Carbon Cycle Institute (CCI), Resource Conservation Districts (RCDs) and others to collaboratively meet grant outcomes
- Develop and maintain positive and productive working relationships with other non-profits organizations, government agencies, research institutions, and Tribes regionally and nationally as relevant to our work
- Coordinate and facilitate peer-to-peer producer learning communities focused on land regeneration successes and demonstrations
- Contribute to a thoughtful, inclusive, and productive work environment, proactively find opportunities to work collaboratively with other Fibershed projects and teams

Qualifications

We're looking to hire folks with experience in animal (especially sheep) agriculture in Northern California, theoretical and practical experience building soil health through regenerative ranching or farming, and experience or certification in whole farm planning, such as NRCS conservation planner or Carbon Farm Planning certification. The attributes we think you might have are listed below. *If you are interested in the role but don't meet all the qualifications, we still strongly encourage you to apply.*

Who We're Looking For

- Commitment and passion for the Fibershed mission, land regeneration and climate resilience
- Strong knowledge of agriculture in Northern California, and direct experience in agroforestry, rangeland, and/or cropland systems
- Familiarity with ag-related organizations and government agencies
- Experience in providing technical assistance for conservation agriculture practices
- Experience working with land managers and agricultural producers in conservation planning, whole farm planning, soil health planning, and/or carbon farming planning and implementation
- Familiarity with NRCS Conservation Practices
- Exceptional ability to communicate and build relationships with farmers, ranchers, community organizations, government agencies, partners, private contractors, and the general public

- Excellent attention to detail and demonstrated verbal and written communication skills
- Strong analytical and problem-solving skills
- Self-directed and organized with the ability to multitask to meet multiple deadlines
- Ability to work productively both independently and in a collaborative team setting
- Exceptional project management, data management, and administrative skills
- Self-motivated; ability to manage a high workload and continually adapt to a fast moving, complex environment at the forefront of sustainable agriculture
- Willingness and ability to travel around the region. Travel may involve flexible work hours, including evenings and weekends. Occasional overnight travel may be required

Additional Qualifications

- Carbon Farm Planning certification is strongly preferred*
- Bachelor's or Master's degree in agriculture, environmental science, or related field is a plus
- Demonstrated knowledge of California plants, wildlife, soils, and climate
- Familiarity with the science related to climate and agriculture. Experience with greenhouse gas (GHG) measurement tools such as COMET-Planner
- Competence in GIS mapping, data management, and using software such as the Web Soil Survey and Rangeland Analysis Platform
- Competence with Microsoft Office, Google Suite, and Monday.com; openness and ability to learn new digital tools as needed
- Ability to conduct on-farm fieldwork in challenging terrain, weather, and climate conditions while carrying up to 30 pounds

*New hires without a current CFP certification are required to successfully complete the Carbon Cycle Institute's Carbon Farm Planning Training and Curriculum within 6 months of hire. The training requires 2-4 hours/week over a 3-week period. All training costs will be paid by Fibershed.

Salary and Benefits

\$80,000-\$85,000 USD annually depending on qualifications and experience. Benefits include a flexible schedule, paid vacation and sick leave, a home office and health insurance stipend. This is a hybrid remote position, with the option of working from our office in Point Reyes Station. Preference will be given to candidates who live or are willing to relocate to the North Bay Area, however, for the right candidate a fully remote position within Northern California is also possible.

Physical and Mental Requirements

Work effectively on a computer, mobile phone, tablet, and telephone in a remote and/or hybrid environment. Ability to work effectively independently and as part of a team. Concentrate on a variety of details when faced with interruptions and changing work priorities. Occasionally is required to lift and/or move up to 30 pounds. Physically able to work in the field during all seasons and types of terrain. The Climate Beneficial Agriculture Project Manager will also need to be able to drive to meet with producers on-site using their own vehicle.

Fibershed is committed to creating a diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

To Apply: please submit a resume and cover letter highlighting your interest and what you would bring to the role and contact information for two professional references [here](#).

Applications will be accepted and reviewed on a rolling basis until the position is filled. Anticipated start date March 2025.