

## JOB DESCRIPTION

**JOB TITLE** Agribusiness Specialist; Program Director II  
**JOB FAMILY** Conservation  
**JOB NUMBER** 46189  
**SALARY GRADE** 8  
**STATUS** Salaried  
**LOCATION** United States, Midwest preferred  
**DATE** January 2018



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**SUMMARY** The Agribusiness Specialist is responsible for building relationships and developing and implementing sustainable agriculture projects and programs with key agribusinesses and conservation organizations in the Corn Belt.

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**ESSENTIAL FUNCTIONS** The Agribusiness Specialist will work with agricultural industry partners and TNC staff to help evaluate and advance the implementation of the North American Region priorities. This team member will interpret agronomy and/or water quality research, assist agribusinesses with corporate practices and conservation goals, and communicate regularly about soil health, nutrient management, and water quality.

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**RESPONSIBILITIES & SCOPE**

- Fosters and develops collaborative relationships with the agricultural businesses and non-profits, with a focus on Certified Crop Advisers (CCA), ag input suppliers, and ag fertilizer manufacturers.
- Engages with the CCA, ag input suppliers and ag fertilizer manufacturers to help influence the adoption of soil health and nutrient management practices.
- Works with a diverse team (including CCA, ag input suppliers and/or ag fertilizer manufacturers) to develop and assess soil health and nutrient management systems, products, and programs.
- Designs, implements and directs complex and diverse projects encompassing multiple programs.
- Makes strategic decisions based on analysis, experience and judgment.
- Work involves extensive travel throughout the Corn Belt and occasional other domestic travel and may include evening and weekend hours.
- Works within a budget to complete projects, negotiates contracts, and assists with budget development.
- Assists in ensuring that public and private funds are raised to meet program needs.

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**MINIMUM QUALIFICATIONS**

- BA/BS degree and 7 years' experience in agronomy, soil science, agribusiness retail, nutrient management, or agricultural economics.
- Experience developing partnerships and working in teams.
- Experience leading complex projects or strategic initiatives in an unstructured environment.
- Familiarity with 4Rs of nutrient stewardship and Midwest agriculture and conservation practices.
- Experience writing and presenting complex material in an easy to understand manner.
- Experience managing complex or multiple projects, including staffing, workloads and finances under deadlines.
- Experience in partnership development with non-profit partners, community groups, and/or government agencies.

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**PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE**

- Ability to collaborate effectively and build consensus across team members.
- Previous agribusiness sales, management, team lead experience.
- Experience critically analyzing and evaluating information from conflicting sources and compiling it into cohesive reports and recommendations for strategy and action.
- Master's degree in business, environmental, agronomy, economics, or related field.
- 7-10 years' experience in conservation or agribusiness and be a Certified Crop Adviser (CCA).
- Ability to develop and drive new ideas and approaches.
- Ability to work in a multicultural and multidisciplinary context.
- Ability to work well in a highly matrixed, decentralized and collaborative organization.
- Ability to work in a fast-paced environment and meet time sensitive deadlines.

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To apply to position number **46189**, submit resume (required) and cover in one document using the upload buttons. All applications must be submitted in the system prior to **11:59 p.m. Eastern Time on March 1, 2018**.

## HOW TO APPLY

Click “submit” to apply for the position or “save for later” to create a draft application for future submission. Once submitted, applications cannot be revised or edited. Failure to complete required fields may result in your application being disqualified from consideration.

If you experience technical issues, please refer to our [applicant user guide](#) or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

***The successful applicant must meet the requirements of The Nature Conservancy’s background screening process.***

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ORGANIZATIONAL COMPETENCIES	Accountability for Outcomes	Pushes for excellence. Establishes challenging goals for self and others to drive performance in support of the Conservancy’s mission. Rewards behavior that achieves these standards and is aligned with the organization’s mission/ values. Takes action to address performance problems in a timely and appropriate manner.
	Builds Organizational Capability	Builds or adapts organizational structures to accomplish the mission and to improve performance. This includes reorganizing organizational systems, structures, processes, procedures, communication channels or reporting relationships. With the Conservancy’s strategic filter in mind, determines who can contribute, gets the right people involved, and builds bench strength for the future.
	Collaboration & Teamwork	Shows a willingness to put the needs and goals of a global organization before personal/local/departmental needs. Works with others across organizational boundaries. Makes decisions, sets priorities, and allocates resources to help the organization as a whole achieve results.
	Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
	Courage & Decisiveness	Makes decisions and stands by them. Makes timely decisions even under pressure and when lacking complete information. Has the courage to modify decisions and admit why and how they were wrong.
	Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty.
	Influences for Results	Achieves results by persuading, convincing, or influencing others. Adapts approach to the individual or group and knows how and when to use complex influence strategies. Uses success stories and passion for the mission to generate enthusiasm and support.
	Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
	Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.

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*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

*The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.*