

Soil Health Field Sampling & Data Collection Internships (Fall 2021)

Mission: Cultivating environmentally sound, economically viable, community-focused farms and food systems

Position overview: We are seeking to hire three interns to support Pasa's Soil Health Benchmark Study, an ongoing regional community-science project that helps farmers assess the health of their soils and see how their soil health data compares to the data of their peers. Soil health interns will report to Pasa's Research Coordinator.

We have two types of internship positions available (see details below). For both positions, there will be a job orientation (remote or in-person) and an in-person soil sampling training in September or early October.

These internships entail a combination of remote work, field work, and occasional in-office workdays as noted below. Interns must comply with Pasa's remote work policies.

Pasa staff will accompany you during your first week of field work conducting farm soil sampling visits; afterward, you'll carry out soil sampling farm visits on your own following detailed soil sampling protocols. During this period, you'll need to accommodate farmers' schedules and weather patterns. You can expect to work more than 8 hours per day on farm visit days (up to 20 hours per week).

Data & Field Sampling Intern (one position available): This position begins in September and ends in December, with potential to extend through the winter. You will be assisting with soil health data collection and entry as well as soil health field sampling.

- *September and December (3–4 hours per week):* Remote data entry and other organizational work, including timely communication with farmers participating in the study.
- *Mid-October–November (up to 20 hours per week):* Making in-person farm visits at various locations across Pennsylvania to collect soil samples.
- You should also be available for approximately one in-person workday per month at Pasa's office in Harrisburg.
- While most data entry will be able to be conducted using free cloud-based software, we can provide a computer if needed.

Field Sampling Intern (two positions available): This position extends from mid-October to the end of November. You will be primarily assisting with soil health field sampling. You can

expect to work up to 20 hours per week making in-person farm visits at various locations across Pennsylvania to collect soil samples.

Qualifications

- Reliable transportation, a valid driver's license, and vehicle insurance
- Coursework, lab experience, or work experience related to biology, agriculture, or other related sciences
- Previous agricultural, outdoor, or field research experience
- Able to communicate and work effectively in a remote environment
- Able to communicate and work effectively with a diversity of farmers
- Able to lift up to 40 pounds and perform light physical labor outdoors (e.g. digging shallow holes and carrying equipment across fields that could be 20+ acres in size) in a variety of weather conditions typical for Pennsylvania in the fall (ranging from hot to freezing conditions)
- Located no more than 150 miles from either Lancaster or Reading, PA during the period of the internship

Preferred qualifications

- Familiarity with Excel, Word, and Google Suite
 - Interest in photography and blog posts for social media
-

Compensation: \$12 per hour. Includes paid travel, mileage reimbursement, and paid job training.

How to apply: We are committed to advancing diversity, equity, inclusion, and justice through our hiring practices. This entails reviewing application materials anonymously (without the applicant's name exposed) to help prevent potential unconscious bias. Please adhere to the following protocol when submitting your application materials:

- **Step 1:** [Complete this short questionnaire](#).
- **Step 2:** After completing the above questionnaire, you will receive an applicant ID number. This number is unique to you and your application.
- **Step 3:** Name your resume as "[Applicant ID] Resume" (e.g. 12345 Resume). Please do not include any part of your name in the file name (e.g. don't use "Doe 12345 Resume").
- **Step 4:** Name your cover letter as "[Applicant ID] Cover Letter" (e.g. 12345 Cover Letter) Please do not include any part of your name in the file name (e.g. don't use "Doe 12345 Cover Letter").

- **Step 5:** Email jobs@pasafarming.org with your cover letter and resume attached as outlined above by May 28, 2021.

Initial interviews will be conducted virtually (via Zoom) during the second week of June with final decisions expected to be made by June 30. The anticipated start date for the Data & Field Sampling Intern is September 1; the anticipated start date for the Field Sampling Intern is September 20.

Employee value statement

We are passionate about effectively advancing our mission. We value employees who:

- share our passion and can clearly communicate the value of our work to others;
- consider how we can do things smarter and more efficiently;
- anticipate and address roadblocks or other challenges;
- stay current on trends in the field;
- embrace and accommodate change; and
- continuously advance their knowledge and skills through professional development.

We strive to create a work culture that promotes both independence and collaboration.

We value employees who:

- are committed to fostering a connected, respectful, and responsive work environment, whether work is being conducted remotely or in person;
- exemplify honesty and integrity;
- possess excellent interpersonal skills;
- exercise good judgement and take initiative when needed; and
- can recognize when to ask others for advice, feedback, or support.

We take pride in the quality of our work. We value employees who:

- consider the big picture while paying close attention to accuracy and detail;
- can clearly and thoughtfully communicate in person and in writing;
- are highly organized; and
- thrive in a fast-paced, professional work environment.

We are an equal opportunity employer and encourage Black, Indigenous, and people of color; LGBTQ+ people; veterans; people with disabilities; people who have been formerly incarcerated; and members of other underrepresented or underserved groups to apply.