

Soil Health Interns (Fall 2022)

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

Position overview: Do you have a background in agriculture, biology, or a related science and love getting out in the field? We are seeking three interns to help us with our 2022 soil sampling season. Pasa's [Soil Health Benchmark Study](#) is an ongoing regional community-science project that helps farmers assess the health of their soils in relation to their management practices. With over 100 farms now participating in the study, we need a lot of help collecting soil samples.

These internships will primarily involve farm visits and field work, but will also include some remote work and occasional in-office workdays. Interns must comply with Pasa's remote work policies and will report to Pasa's Research Coordinator.

Interns are required to attend a detailed soil sampling protocols training on either October 10th or 11th in South Central Pennsylvania. Pasa staff will accompany interns during the first week of field work; afterward, interns will carry out soil sampling farm visits on their own.

This is a seasonal position beginning October 1 and concluding November 30. Interns can expect to work more than 8 hours per day on farm visit days and up to 20 hours per week. Flexible availability is preferred, since farm visits will be planned around farmers' schedules and may need to change last-minute to accommodate weather conditions.

*Please note, we're also hiring a Research Intern, who will be part of the soil sampling team, and will stay on for up to a year to assist with data collection, entry, and organization. [Learn more about that position on our website.](#)

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 carry out detail oriented tasks and procedures successfully
- Able to lift up to 40 pounds and perform physical labor outdoors (e.g. digging shallow holes and carrying equipment across fields that could be 20+ acres in size) in a variety

of soil conditions (i.e. rocky to sandy soils) and 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 Google Workspace
 - Interest in photography and blog posts for social media
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Compensation: \$15 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 remove your name and email address from your cover letter and resume. 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. 123456 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:** Upload your resume and cover letter by following the instructions you receive after completing your questionnaire in Step 1. You will also be emailed an upload link.

Reminder: None of the application materials you submit should contain your name or email address.

If you have any questions, please contact jobs@pasafarming.org.

Initial interviews will be conducted virtually (via Zoom) starting September 12. The anticipated start date is October 1.

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 judgment 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 people of color; Indigenous people; LGBTQ+ people; veterans; people with disabilities; people who have been formerly incarcerated; and others who are underrepresented within the environmental nonprofit sector to apply.