

## Research Analyst

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

**Position overview:** Do you love data and specialize in soil science? Are you passionate about helping farmers identify sustainable and climate-smart practices for growing on and stewarding their land? We're seeking a Research Analyst to dig into our farm-based [benchmark studies](#) data and help farmers with their most pressing questions. The ideal candidate should be eager to work in a collaborative community science research setting and with a diverse group of farmers. They should have the desire and ability to gather data in the field in various weather conditions, analyze that data, and convey the results in meaningful ways to various stakeholders and diverse audiences. This position will be supervised by Pasa's Director of Research.

This is a primarily remote position, with regular travel to farm sites throughout Pennsylvania, some in-office workdays, and 2-3 annual in-person staff retreats. All employees are required to attend our annual Sustainable Agriculture Conference, which takes place each February in Lancaster, PA. Employee must comply with Pasa's remote employee policies.

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### Responsibilities

- Work with research team to collect and organize secure data
- Assist in accurate collection of data, including seasonal field work
- Provide timely review and analysis of data
- Contribute to papers, reports, and presentations that are shared with research collaborators and broader agricultural community
- Forward Pasa's research projects by using data to develop/uncover new research initiatives and questions
- Participate in the continual improvement of data collection and refinement of Pasa's existing research projects
- Communicate results with research collaborators and broader agricultural community
- Contribute to grant writing and reporting

### Qualifications

- Master's in soil science, biology, agronomy, or a related field
- Experience in R, SPSS or comparable statistical software
- Excellent communication skills. Must be comfortable talking to a range of personalities and people, comfortable with public speaking, and capable of conveying technical information to different audiences

- Excellent organizational abilities. Must be capable of ensuring that various streams of data are kept organized and interpretable

### **Preferred qualifications**

- PhD in soil science, biology, agronomy, or a related field
  - Practical farming experience
  - Familiarity with Google Workspace
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**Compensation:** This is a full time exempt position. Annual salary is based on experience and is negotiable within the range of \$56,000-\$62,000. Benefits include health, vision, and dental insurance; 401K retirement match; flexible scheduling; twelve paid holidays; and a generous leave policy. A work computer is provided, and work-related travel expenses are reimbursed.

**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](mailto:jobs@pasafarming.org).

Initial interviews will be conducted remotely via Zoom beginning immediately. Job postings will remain open until the position is filled. Anticipated start date for this position is early-to-mid January 2023.

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## **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.

**COVID-19 staff policy:** As of October 24, 2022, Pasa staff are not required to be vaccinated as a condition of employment. However all staff must privately disclose their vaccination status to Human Resources upon hire. All staff, regardless of vaccination status, are required to conduct COVID-19 rapid tests before and after attending any indoor event or meeting hosted by Pasa. This policy is subject to change as the COVID-19 pandemic continues to evolve.