

Urban Farming Research Specialist

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

Position overview: Do you have a background in research and passion for urban agriculture? Do you believe in the power of urban farmers to feed their communities while healing the planet? We're seeking an Urban Farming Research Specialist to expand our [farm-based research](#) to urban soils. This position will work with our research team to support growers in major cities across Pennsylvania (focusing on the western part of the state) with the data they need to make informed decisions about their operations.

This is a primarily remote position, ideally located in Western Pennsylvania, with regular travel to farms 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.

Responsibilities

- Be present with urban farmers, working to develop protocols that are responsive to their needs.
- Work with research team to develop methods for data collection and analysis
- Organize and secure data
- Assist in ensuring accurate collection 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 degree in soil science, biology, agronomy, or a related field
- Demonstrated connections with urban agriculture in Western, PA
- Experience in R, SPSS or similar statistical software

- Excellent communication skills. Must be comfortable talking to a range of personalities and people, effective at public speaking, and capable of conveying technical information to different audiences.
- Excellent organizational abilities. Must have the mindset to ensure that various streams of data are kept organized and interpretable.

Preferred qualifications

- Practical farming experience
 - Desire and ability to gather data in the field in various weather conditions
 - Familiarity with Google Workspace
 - Eagerness to work in a collaborative community science research setting and with a diverse group of farmers
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Compensation: This is a two-year, full-time exempt position. Annual salary is based on experience and is negotiable within the range of \$40,000-50,000. 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.

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.

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.