Soil Health Interns (Fall 2023)

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

Position overview: Do you have a background in agriculture, biology, ecology, or a related science and love getting out in the field? We are seeking multiple interns to help us with our 2023 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.

This is a seasonal position beginning September 25th and concluding in mid-December. These internships will primarily involve farm visits and field work throughout Pennsylvania, but will also include some remote work and occasional in-office workdays in Harrisburg. Interns must comply with Pasa’s remote work policies and will report to Pasa’s Lead Research Coordinator.

Flexible availability is necessary, since farm visits will be planned around farmers’ schedules and may need to change last-minute to accommodate weather conditions. Pasa will be hiring multiple interns to participate in soil sampling, with each intern working about 15 to 32 hours per week. If selected for an interview, please be prepared to discuss the average weekly schedule you're seeking within this stated range (15-32 hours per week). Interns can expect to work more than 8 hours per day on farm visit days.

Interns are required to attend a one day soil sampling protocols training the week of October 2nd in South Central Pennsylvania, or the week of October 9th in Eastern Pennsylvania. While conducting field work, interns will be paired with a Pasa staff member or another intern.

Qualifications

- Reliable transportation to rural areas, a valid driver's license, and vehicle insurance
- Coursework or work experience related to biology, agriculture, or other related sciences
- Previous agricultural, outdoor, field, or lab research experience
- Able to communicate and work effectively in a remote environment
- Able to communicate and work effectively with a diversity of farmers and people
- 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 capturing photos, videos, and farmer stories for Pasa’s communications
- Interest or experience in water quality work and data collection (i.e. water infiltration measurements)

Compensation: $16.50 per hour. Includes paid job training, paid travel time, and mileage reimbursement.

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.

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 diverse audiences;
- are committed to advancing diversity, equity, inclusion, and justice;
- anticipate and address roadblocks or other challenges;
- stay current on trends in the field;
- embrace and accommodate change;
- contribute diverse viewpoints and experiences; 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;
- celebrate each other’s growth and accomplishments; and
- recognize their own strengths and also when to seek more information or guidance.

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
- seeks to find better ways to do things.

We believe balance makes us more effective. We value employees who:

- prioritize their personal wellbeing;
- take breaks and time off to re-energize and ground themselves; and
- communicate when they need support.

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.