

Research Technology Coordinator

About Pasa: Pasa Sustainable Agriculture is a nonprofit that provides farmer-driven education, research & services for growing a healthier planet. Pasa's mission is to cultivate environmentally sound, economically viable, community-focused farms and food systems.

About OpenTEAM: Led by Wolfe's Neck Center ([WNC](#)), Open Technology Ecosystem for Agricultural Management ([OpenTEAM](#)) is a community of farmers, ranchers, businesses and developers working to increase food system resiliency in the face of climate change. By acting as a convener, technology steward, and facilitator, we are equipping food system leaders with shared knowledge, collaborative frameworks, and open-source, connected technologies to build climate change resilience and thriving communities.

Position overview: Are you passionate about helping farmers and comfortable learning new technology tools? We're seeking a Research Technology Coordinator to support Pasa's network of farmers and farm organization partners as they develop projects and explore OpenTEAM's ecosystem of technology tools. They will further support feedback to ensure that OpenTEAM's distributed open source tech community is developing the softwares and hardwares that are needed by land stewards. This position will ultimately play a critical role in expanding the OpenTEAM ecosystem capacity to serve Pasa's farmer network and land-based community partners, as well as drive the development roadmap for the tech ecosystem.

The Research Technology Coordinator will be part of Pasa's Research team and report to the Research Director. They will also work directly with the OpenTEAM Tech Program Manager, and OpenTEAM's tech team.

This is a grant-funded (through April 2028), primarily remote position with regular regional travel, in-person 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. Employees are required to live in Pennsylvania or within 150 miles of Harrisburg, unless they receive approval for Philadelphia or Pittsburgh to be their primary work location, in which case employees are required to live within an hour's drive from Philadelphia or Pittsburgh. If you have questions, please inquire. Employees must comply with Pasa's remote employee policies.

Responsibilities

Serve as a farmer-facing technology liaison

- Demonstrate expert knowledge and command of the OpenTEAM ag tech toolkit and transfer those skills to Pasa network through regular touchpoints with farmers, Technical

Assistance Providers, buyers and funders, including facilitating in-person and virtual trainings

- Conduct technical needs assessments with community partners to identify community-requested, human-centered design projects or collaborative work streams within the broader OpenTEAM tech community
- Monitoring feedback and support channels (Hylo, GitLab service desk, website tech inquiries, etc.), documenting bugs and reported technical issues, and responding to ad-hoc support requests from the Pasa community of tech users in a timely manner

Steward Pasa's technology development strategy

- Lead Pasa's scoping of development efforts with technology partners in our Climate-Smart Farming and Marketing program, based on the needs and requests of Pasa community tech users
- Steward a community-driven feature prioritization process, in alignment with OpenTEAM's larger community process

Create alignment between Pasa and OpenTEAM data collection

- Identify gaps, overlap, or opportunities for collaboration between Wolfe's Neck Center's and Pasa's Climate-Smart Farming and Marketing Program
- Analyze the differences that exist between our data collection efforts and support alignment on Climate-Smart data collection where possible across organizations
- Participate in OpenTEAM's co-design processes, including but not limited to collabathons focused on the Ag Data Wallet

Qualifications

- Background working with farmers, land stewards, or other food system actors
- Relevant experience in community-driven science, human-centered design processes, agricultural technology, adult education, farming, or community building
- Familiarity with, or willingness to learn, GitLab or other technical project management tools
- Comfort with communicating complex technical processes
- Excellent interpersonal and public communication skills
- Ability to work collaboratively as a member of a cross-organizational team and develop effective working relationships with people from a variety of backgrounds
- Flexibility and willingness to adapt to changing needs and dynamics as necessary
- Passion for Pasa's mission
- Commitment to advancing diversity, equity, inclusion, and justice
- Ability to work independently and remotely

Preferred qualifications

- Knowledge of challenges and opportunities in sustainable and regenerative agriculture, and the natural environment
- Demonstrated experience in project management

- Experience with Google Workspace
 - Working proficiency in Spanish
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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 \$55,000-60,000 with an additional \$5,000 for candidates bilingual in English and Spanish. Benefits include health, vision, and dental insurance; 401K retirement match; flexible scheduling; 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.](#) All applicants are required to complete this anonymous questionnaire to (1) help us know whether this job opportunity has been accessed by a diverse pool of candidates and (2) to receive an applicant ID number to continue the application process. Your anonymous survey responses are not connected to your application materials and will not affect hiring decisions.
- **Step 2: Record your applicant ID number.** 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.** Upload instructions will appear upon completing the questionnaire above. You will also be emailed an upload link.

Reminder: Application materials should *not* contain your name or email address.

Initial interviews will be conducted remotely via Zoom beginning in late October to early November with an anticipated start date in December.

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 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.