



SOIL HEALTH INSTITUTE

Enriching Soil, Enhancing Life

POSITION ANNOUNCEMENT

Soil Scientist, Southeastern, USA

The [Soil Health Institute](http://www.soilhealthinstitute.org) (SHI), www.soilhealthinstitute.org a non-profit organization created to safeguard and enhance the vitality and productivity of soil through scientific research and advancement, seeks to hire a full-time Soil Scientist to lead soil health sampling for the U.S. Regenerative Cotton Fund. The Soil Scientist will contribute to SHI's efforts to make soil health measurements more interpretable and relevant for farmers, ranchers, and other land managers across the diverse soil types and climates of the Southeastern U.S. The Soil Scientist will draw on expertise in soil science and/or agronomy—and experience in field data collection and soil sampling—to quantify the current and potential health of the soils that form the foundation of the U.S. cotton industry. As part of a growing interdisciplinary team, the Soil Scientist will participate in the development of scientifically rigorous resources for growers at various stages of engagement with regenerative agriculture.

Responsibilities include:

- Communicating with county- and state-level partners—including farmers, ranchers, county extension agents, state extension specialists, USDA Natural Resource Conservation Service staff, and Soil and Water Conservation District staff—to identify potential sampling locations and share program results.
- Collecting and shipping soil samples from targeted soil types under regionally representative management systems (e.g., intensively tilled row crops, no-till row crops, and perennial grassland references) across multiple states in the U.S. Cotton Belt.
- Recording and managing sample- and site-specific metadata.
- Interviewing farmers and ranchers about their management practices.
- Leading seasonal teams of soil samplers to ensure timely execution of sampling.
- Communicating with partnering laboratories about soil health analyses and data delivery.

Qualifications

Required:

- A degree in soil science, agronomy, agriculture, or a related discipline in agriculture or natural resources. Candidates with fieldwork experience will be preferred. B.S to Ph.D encouraged to apply, we are looking for the right person.
- Enthusiasm for conducting scientifically precise work in challenging environmental conditions (e.g., heat and humidity, direct sun, and mosquitoes).
- Comfort working alone and in groups.
- Ability to provide logistical support to sampling teams in multiple states.
- Diligence for managing large volumes of data from the field and the lab.



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- Spatial orientation (i.e., ability to navigate to farms and sampling locations, sometimes without cell service).
- A valid driver's license.
- Must be able to lift 35 lbs.
- Authorization to work in the United States.

Preferred:

- A thorough background in soil science, including an understanding of soil-landscape relations, relationships between soil morphology and soil functioning, and management effects on soil properties.
- Research or on-farm experience with row crop production.
- Proficiency in R and GIS.

Work Environment

The Soil Scientist will coordinate soil sampling in a minimum of five states in 2023, including Mississippi, Alabama, Georgia, South Carolina, and North Carolina. Regular, multiweek travel to these states will be required during the three-month sampling season. Work outside of soil sampling can be conducted remotely or from the Soil Health Institute's office in Morrisville, North Carolina, adjacent to Research Triangle Park (RTP).

Compensation

The Soil Scientist will be hired as a full-time limited term employee, with a possible term of up to 4 years depending on employee performance and project funding availability. Annual salary will start at \$70,000, commensurate with qualifications and experience. This is a full-time position with competitive paid leave, life, health and dental insurance, 401K and other benefits.

To Apply

Qualified applicants are encouraged to send their cover letter, college transcripts (unofficial ok), resume, and contact information for three professional references to Dr. Dianna Bagnall, Research Soil Scientist, at dbagnall@soilhealthinstitute.org. Position will remain open until filled; however, the first review of applications will begin **November 18th**, so all interested candidates are strongly encouraged to apply by that date.