



Position Announcement: Inclusive Partnership Lead

The [Soil Health Institute](#) (SHI), a non-profit organization created to safeguard and enhance the vitality and productivity of soil, is actively seeking an experienced Inclusive Partnership Lead with a deep understanding of the intersections among racial equity, agriculture, and environmental justice. We believe that focusing on racial equity will advance our mission by enabling us to bring more on-farm and environmental benefits to historically underserved populations. We acknowledge and recognize that historic discrimination against Black, Indigenous, and People of Color (BIPOC) limits their visibility and access to resources, including highly productive soils. We are committed to expanding our impact by building partnerships with BIPOC-led organizations and producers integrating their expertise and perspectives in the development of tools, resources, and networks to promote soil health, and ensuring this knowledge is accessible and beneficial to all.

The individual selected will report to the Chief Impact Officer and collaborate closely with executive leadership, staff, contractors, and partners to shape our outreach, grants, internship recruitment, and programmatic strategy to better serve BIPOC producers and communities. This new position will be responsible for building out SHI's racial equity strategy with external partners and will play a crucial role in expanding SHI's reach as a credible and trusted source of soil health science, information, and education. The ideal candidate is an organized and motivated professional who is committed to the Institute's values of equality, honesty, integrity, diversity, inclusion, courtesy, and respect for all. This is a 1-year fixed appointment with the possibility of extension based on funding, performance, and interest.

Key Responsibilities

- Cultivate strong and meaningful relationships with BIPOC-led organizations, producers, advisers, and stakeholders across SHI's portfolio of work
- Identify opportunities to build a greater understanding of the needs of BIPOC agricultural communities
- Develop and implement a recruitment strategy in partnership with [Minority-Serving Institutions](#) to advance SHI's Internship Program
- Lead and oversee identification and advancement of soil health research, education, and related priorities and proposals that serve BIPOC producers and communities
- Effectively communicate SHI's racial equity programmatic and outreach strategies to both internal and external stakeholders
- Remain informed of developments in the Diversity, Equity, and Inclusion (DEI) landscape within the realm of soil health and share insights internally
- Support SHI's commitment to Diversity, Equity, and Inclusion that includes a workplace culture guided by the principles of humility, transparency, and respect

Qualifications

We value diverse perspectives and recognize that each applicant for this role will bring unique skills, knowledge, and lived experience. Candidates who meet some of the criteria below are encouraged to apply.

Education: A Bachelor's or Master's degree in a related field

Experience: Ideally, 5 years of experience working with BIPOC producers, agricultural organizations, research institutions and/or nonprofits with demonstrated understanding of equity issues and solutions in the field of soil health or agricultural sciences

Knowledge, Skills, and Abilities

- Proficiency in seeking and understanding the perspectives of various communities, including communities of color
- Demonstrated experience and proficiency in engaging with issues of racial equity and systemic oppression
- Demonstrated independent judgment, problem-solving abilities, and decision-making skills
- Experience in building and maintaining relationships with community-based organizations in leadership or managerial roles preferred
- Exceptional interpersonal and collaboration skills, promoting effective teamwork with colleagues, staff, and external partners in a remote environment
- Track record of establishing productive, authentic, and collaborative relationships with both internal and external stakeholders
- Proven ability to efficiently manage projects, execute strategies, foster alignment, and lead implementation with diverse audiences
- Excellent oral and written communication and facilitation skills
- Experience in writing research grant applications, particularly for projects supporting historically underserved populations
- Strong desire and enthusiasm to contribute to a mission-oriented professional team
- Authorized to work anywhere in the United States, with valid driver's license

Work Environment

This position may be housed at SHI Headquarters adjacent to Research Triangle Park, North Carolina, or at a remote location, as mutually agreed upon. Travel for meetings and relationship building is estimated at 30-40%.

Compensation

The expected starting salary is approximately \$80,000-90,000, with relevant experience and demonstration of completed projects. This is a limited term, full-time position with competitive paid leave, life, health and dental insurance, 401K, and other benefits.

To Apply

Email a cover letter, resume/C.V., copy of college transcripts (unofficial copy is okay), and the contact information of at least 3 references to Byron Rath, Soil Health Institute, brath@soilhealthinstitute.org. References will not be contacted without the candidate being notified first. In the subject line of the email, please write "Inclusive Partnership Lead." Review of applications will begin immediately, and the position will remain open until filled, with a goal of beginning work in September 2024.