



Conservation Technology  
Information Center

**Conservation Technology Information Center**  
**Job Announcement**  
**Senior Soil Health Specialist – Team Leader**  
**(Remote in MN/SD/WI)**  
**Preferred Start Date: November 3, 2025**

**Applications are invited to be submitted ongoing and position will be open until filled.**

**Background**

CTIC is recruiting for a full-time, exempt Senior Soil Health Specialist who will work remotely to provide technical assistance to farmers in Minnesota, South Dakota and Wisconsin plus serve as a team leader for the three CTIC Soil Health Specialists delivering the Farmers for Soil Health program. If you thrive working directly with farmers, are passionate about soil health and supporting farmers in their ongoing effort to improve the economic and environmental stewardship of their operations **AND** you want to help lead a small and dynamic team, this is the ideal position for you. CTIC is the lead technical assistance provider for Farmers for Soil Health in South Dakota, Minnesota and Wisconsin. Remote location must be in South Dakota, Minnesota or Wisconsin and preference will be given to candidates who reside in Minnesota.

**Primary Position Responsibility:** The Senior Soil Health Specialist will provide individualized technical assistance to farmers on best management practices for adopting and scaling cover crops within their unique operation. This includes all aspects of support from helping promote and enroll farmers into the Farmers for Soil Health cost-share program (administered by the National Fish and Wildlife Foundation), to making recommendations on cover crop species, establishment methods and termination strategies and options that together provide exceptional customer service and successful integration of cover crops within their cash crop enterprise. The Senior Specialist will also conduct outreach efforts to raise awareness about the program and provide assistance with Measurement, Reporting and Verification. In addition to the direct work with farmers and FSH partners, the Senior Specialist will serve as the team leader and direct supervisor for the 3 existing CTIC Soil Health Specialists.

This partnership-driven position is directly connected to the [Farmers for Soil Health program](#) – a collaborative effort led by the National Corn Growers Association, Pork Checkoff and Soy Checkoff – which is working to increase cover crops to 30 million acres by 2030. The Sr. Specialist will work closely with the State Soybean Associations and other partners such as University Extension, non-profits, Soil Health Coalitions, state Departments of Agriculture, and CTIC members operating in these regions to maximize program awareness, referral opportunities and harnessing the value of a partnership-driven approach.

**Essential Functions:**

- Provide ongoing agronomic and conservation technical assistance on how to successfully incorporate cover crops into a corn and soybean crop rotation with priority for on-farm consultations. Help participating farmers plan cover cropping systems in accordance with the relevant [state NRCS standard](#) for conservation practice code 340.
- Serve as team leader and day-to-day supervisor of 3 CTIC Soil Health Specialists.
- Provide leadership and coordination support to the nine farmer CTIC Cover Crop Coaches assisting with technical assistance.

- Increase farmer enrollment into the Farmers for Soil Health program, including Historically Underserved farmers, into the Signup Incentive Program and Transition Incentive Program
- Become knowledgeable about program eligibility requirements and enrollment platform. Support farmers during the eligibility determination, enrollment, data entry, and measurement reporting, and verification tasks using the Farmers for Soil Health online platform.
- Increase program awareness through networking and partnership coordination and leading outreach efforts at farmer-facing events and workshops including public speaking.
- Provide communications and marketing recommendations to CTIC and partners for reaching new farmers and providing visibility for success stories.
- Advise farmers about Marketplace Platform to connect to buyers of commodities and opportunities for premiums and incentives.
- Become knowledgeable and provide referrals to other conservation programs and opportunities to support individual farmer-driven goals.
- Participate in cover crop training and technical assistance opportunities through the FSH lead education organizations (Soil Health Institute and University of Missouri Center for Regenerative Agriculture).
- Prepare stakeholder reports and accomplishment tracking.
- Participate and receive additional training to stay on leading-edge of cover crop strategies.

#### **Required Education and Experience:**

- Bachelor's degree or higher in agronomy, soil science, environmental/natural resources or other agriculture related fields.
- Minimum of five years of experience working in agronomy, soils or conservation.
- Proven experience building, supervising and leading a team.
- Proven knowledge of corn, soybean and other cropping systems and how cover crops can be successfully incorporated to complement the cash crop system.
- Past outreach and/or sales experience is beneficial.
- Knowledge of proposal and grant writing and administration is desired but not a pre-requisite.
- Established and impeccable track-record of project management, developing solid relationships and working with farmers and trusted advisors.
- Valid driver's license and ability to use personal vehicle for travel (with mileage reimbursement)

#### **Preferred Credentials & Qualifications:**

- Certified Crop Adviser (CCA) certification
- Farm background
- Use of social media for work-related objectives

#### **Travel/Location:**

- This position will be working from home/based remotely with strong preference given to candidates located in the agriculture region of Minnesota. Consideration will be given to candidates located in Wisconsin or South Dakota. As a remote employee, you are responsible for setting and maintaining your schedule. Requires some overnight travel. Reimbursement at the current GSA rate for use of personal vehicle will be provided. Ability to work and travel across all 3 states is required based on workload and team capacity. Limited regional travel for training, team meetings and conferences.

**Starting Salary:** Competitive and commensurate with required experience and education

**Benefits:** CTIC provides an excellent benefits package, including 13 paid holidays, vacation (3 weeks earned by 1 year anniversary), sick leave; life insurance; short and long-term disability; health reimbursement account or medical insurance (100% for employee); Simple IRA (up to 3% match); cell phone stipend (\$60/month) and a dynamic, team-oriented work environment.

**How to Apply:**

Anyone with interest in applying for the role should email ([in a single file](#)) an application package consisting of a cover letter, CV or resume and three professional references to [job-opportunities@ctic.org](mailto:job-opportunities@ctic.org). Please list your salary expectations in the cover letter. The position will remain open until filled. The preferred start date is November 3, 2025 or flexible earlier or later for the ideal candidate. Questions about the role can be directed to the Executive Director, Ryan Heiniger, at [heiniger@ctic.org](mailto:heiniger@ctic.org) or 319-768-8348.

**About CTIC:**

The Conservation Technology Information Center (CTIC) was formed in 1982 to support the widespread use of economically and environmentally beneficial agricultural systems. CTIC is a non-profit 501(c)(3) organization supported by leading agriculture and conservation companies from across the United States. CTIC is governed by a 20 member board [Board Members :: Conservation Technology Information Center \(ctic.org\)](#) CTIC has a long history of working to promote and scale the adoption of cover crops through [OpTIS Winter Cover :: Conservation Technology Information Center \(ctic.org\)](#) and [SARE/CTIC Cover Crop Surveys :: Conservation Technology Information Center](#) as two examples.

**CTIC Mission:**

CTIC champions, promotes and provides information on technologies and sustainable agricultural systems that conserve and enhance soil, water, air and wildlife resources, and are productive and profitable.

**Equal Opportunity Employer**

CTIC is committed to providing an open and accepting environment for all of its employees. CTIC prohibits any discrimination on the basis of gender, race, religion, sexual orientation, national origin, age, disability or veteran status.

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