



## Farmer Engagement and Research Liaison

Full-time, Fixed Term Contract: September 2024 – June 2028

Salary Range: \$60,000 - \$80,000 per year

Application Deadline: August 20, 2024

[https://www.ontariosoilcrop.org/  
careers@ontariosoilcrop.org](https://www.ontariosoilcrop.org/careers@ontariosoilcrop.org)

The Ontario Soil and Crop Improvement Association (OSCIA) is a unique not-for-profit farm organization whose diverse membership has a significant presence in all agricultural areas of the province and across all major sectors. The mission of OSCIA is to facilitate responsible economic management of soil, water, air and crops through development and communication of innovative farming practices. The Department of Research and Knowledge Transfer supports this mission by administering applied research initiatives and sharing the results of those projects with the membership and the industry.

We are seeking a Farmer Engagement and Research Liaison to support the participation experience of the farmer cooperators in OSCIA's research programs, primarily Living Lab - Ontario. This is a long-term contract position that aligns with the duration of the Living Lab – Ontario program. This is a full-time position at 36.25 hours per week, and is a hybrid role requiring two days per week based out of OSCIA's Guelph office. This position may require occasional work outside of normal working hours and frequent travel to support events or sampling activities, and occasionally connect with farmer cooperators in the evening based on their scheduling needs.

### In this role you will:

- Support OSCIA's research programs by serving as the primary point of contact between the organization and its farmer cooperators for the Living Lab – Ontario project;
- Coordinate with service providers for agronomic monitoring, soil sampling, profit mapping, and other potential research trial needs;
- Collect and quality control farm operation data and soil health data from farmer cooperators, project service providers, and publicly available sources.
- Contribute to the setup of farm-specific models for carbon sequestration and greenhouse gas (GHG) mitigation in HOLOS, Agrisuite, and commercial software for cooperator sites;
- Collaborate with Research and Knowledge Transfer staff, other OSCIA departments, government staff and researchers (AAFC and OMAFA), academic researchers, and other ag-industry partners to support research trial development and ongoing trial implementation;
- Support data management, tracking, and reporting performance measures and program deliverables for applied research programs;
- Support the knowledge translation and transfer of research outcomes to project stakeholders, farmer cooperators, and Ontario farmers;
- Report to the Director of Research and Knowledge Transfer;
- Other duties as assigned.

### Behavioural Competencies:

- Adaptability: Demonstrate a willingness to be flexible, versatile, and dynamic in a changing work

environment while maintaining effectiveness and efficiency.

- Ethical behaviour: Ensure personal behaviours align with the Association's core values and code of conduct.
- Relationship development: Establish and maintain positive working relationships with others, internally and externally.
- Effective communication: Speak, listen, and write in a precise, clear, and timely manner using appropriate and effective communication tools.
- Client focus: Anticipate clients' needs and respond in an appropriate and timely manner, seeking to provide the highest quality service.
- Teamwork development: Work cooperatively and effectively with others to set goals, resolve challenges, and make decisions that enhance cross-functional cooperation.
- Initiative: Ability to assess and initiate tasks independently.
- Decision-making: Assess role-based situations to determine the importance, risks, and make clear decisions in a timely manner.
- Time management and organization: Set priorities, develop a task schedule, monitor progress towards deadlines.
- Problem-solving: View problems as learning opportunities, focus on improving future results.
- Cultural Competence: Value diversity and inclusivity, demonstrating an ability to work effectively with trust across various departments.
- Foster Sustainability: Ensuring the work we do improves the viability and sustainability of rural Ontario and Ontario agriculture.
- Continuous Learning: Participates in an environment of professional development and personal growth.

#### **Qualifications/Experience:**

- Post-secondary degree in an agricultural or environmental-related field (e.g. soil science, animal biology, agronomy, agricultural business, resource management, geography). A research-based master's degree would be considered an asset;
- Must have exceptional interpersonal, relationship-building and communication skills, and a passion for engaging directly with stakeholders on a regular basis (both in person and virtual);
- A strong understanding of agricultural operations, including field crop and livestock, and current agricultural beneficial management practices (BMPs) obtained through 2-5 years of relevant industry experience;
- Expertise in any of the following areas is considered an asset: arable soil health, agricultural economics, fertilizer practices, livestock management and diets, water quality, biodiversity and conservation, and/or climate science;
- Must have strong interpersonal, relationship-building and communication skills, and a passion for engaging directly with stakeholders on a regular basis (both in person and virtual);
- Demonstrated attention to detail, effective time management, and strong organizational skills that include setting priorities, and meeting deadlines;
- Proficiency in computer programs including all Microsoft applications, data visualization software, and digital survey-management programs;
- Ability to perform data conversions and calculations, e.g. converting an application rate of a fertilizer product to actual lbs applied;
- Understanding of data sharing and security principles, and experience navigating sensitive data;
- Proven ability to work independently and collaboratively within a team, providing innovative and creative contributions and seeking opportunities for improvement;

- Demonstrated ability to deal with periods of high demand and ability to remain positive and flexible to changing demands;
- French language skills are an asset;
- Valid Driver's License. Frequent travel is required and while mileage will be compensated, access to a personal vehicle is essential.

**What we offer:**

- A collaborative, constructive and dynamic work environment
- The ability to make meaningful contributions to leading-edge agricultural programming
- Hybrid work opportunity: OSCIA staff work from our Guelph head office a minimum of two days per week, and are supported in an ability to work off-site for up to three days per week
- Progressive policies to support work-life balance and professional development
- Onsite parking is available at no cost
- A competitive salary commensurate with experience level.

Location: 1-367 Woodlawn Road West, Guelph, Ontario

OSCIA offers a competitive compensation package, excellent benefits, and is an equal opportunity employer. OSCIA offers a hybrid work week that allows for a minimum number of days in our Guelph office, but also provides the equipment and support to work remotely for a set number of days each week.

Please apply to [careers@ontariosoilcrop.org](mailto:careers@ontariosoilcrop.org) by **August 20<sup>th</sup>, 2024** with a resume and cover letter. We thank all applicants for their interest in advance, but only those candidates under consideration will be contacted.