



The Minnesota Board of Water and Soil Resources (BWSR) is the state of Minnesota's soil and water conservation agency. BWSR works with partners to prevent sediment and nutrients from entering our lakes, rivers, and streams; enhance fish and wildlife habitat; improve soil health and protect wetlands. The 20-member board consists of representatives of local and state government agencies and citizens.

Job Details

Working Title: Board Conservationist
Job Class: State Program Administrator Principal
Agency: Board of Water & Soil Resources

- **Job ID:** 79439
- **Location:** Rochester -Southeast Minnesota
- **Hybrid work Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 08/15/2024
- **Closing Date:** 09/05/2024
- **Hiring Agency/Seniority Unit:** Board of Water & Soil Resources-MAPE
- **Division/Unit:** BWSR HR / Southern Region
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes - Est 25 %
- **Salary Range:** \$31.92 - \$47.05 / hourly; \$66,648 - \$98,240 / annually
- **Job Class Option:** Water & Soil Resources
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - MN Assoc of Professional Empl/MAPE
- **FLSA Status:** Exempt - Professional
- **Re-Posting:** Yes
- **Supervisor:** Ed Lenz
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

The work you'll do is more than just a job.

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

Job Summary

This position is responsible for interagency coordination with the Minnesota Pollution Control Agency (MPCA), the Department of Agriculture (MDA), the Department of Natural Resources (DNR), the Department of Health (MDH), and other Local, State, and Federal agencies necessary for the Board of Water and Soil Resources (BWSR) to carry out its statutory responsibilities under Minnesota Statutes Chapters 103 A, B, C, D, E, and the Clean Water, Land, and Legacy Amendment. This position:

Provides technical and leadership assistance and implementation guidance to BWSR staff, soil and water conservation districts, watershed management organizations, cities, joint powers boards and watershed districts, and counties involved in preparing and implementing water quality and quantity restoration and protection plans, including Total Maximum Daily Load (TMDL) implementation plans.

Provides fiscal oversight, technical training, administrative guidance, and planning assistance to local units of government involved in implementing local comprehensive water and land management programs.

The principal clientele of this position are the board members and employees of the grantees for which the BWSR has statutory responsibilities or provides funding. This includes task forces and committees that prepare and advise on BWSR approved and locally adopted plans and implementation activities. Secondary clientele includes the associations that represent grantees, regional development commissions, regional staff of the Executive Branch water agencies, University of Minnesota, the USDA Natural Resources Conservation Service, the U.S. Army Corps of Engineers, and the Great Lakes Commission. Additional clientele includes public, non-profit, and private interest groups, and members of the general public.

Qualifications

Minimum Qualifications

Bachelor's degree in hydrology, soil science, land use planning, natural resources management, civil or agricultural engineering, agriculture, or closely related technical field.

AND

Two (2) years of professional work experience in soil and water conservation, hydrology, watershed management, water quality practices, land use planning, or closely related technical field.

OR

Two (2) year degree in soil science, land use planning, natural resources management, civil or agricultural engineering, agriculture, or closely related technical field.

AND

Five (5) years of professional level experience in soil science, water conservation, land use planning, natural resources management with knowledge of structures, organizational procedures, and inter-organizational dynamics of local, regional, state, and federal government and their boards, commissions, agencies, and affiliated associations.

- Oral and written communications skills that include the ability to explain technical matters to the staff and officials of local government units and the general public.
- Ability to maintain self-motivation and work independently.

- Negotiation, mediation, and interpersonal management skills to resolve personnel and interagency conflict.
- Proficient in the use of word processing, presentation, and spreadsheet software such as Word, PowerPoint and Excel including utilizing technologies in virtual meetings.

Preferred Qualifications

- Advanced degree in hydrology, soil science, land use planning, natural resources management, civil or agricultural engineering, agriculture, or closely related technical field.
- Six (6) years of professional work experience in soil and water conservation, hydrology, watershed management, water quality practices, land use planning, or closely related technical field.
- Experience working for and with local units of government.
- Procedural understanding of the grant programs administered by the Board of Water and Soil Resources, including the role of watershed districts and soil and water conservation districts.
- Leadership role in local government water program management.

Physical Requirements

Requires occasionally lifting and/or carrying such articles as file folders, ledgers, and small tools. Although a sedentary job is defined as one which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. This job may require walking or standing to a significant degree on rough terrain or may involve sitting most of the time with pushing and pulling of arm and/or leg controls.

Additional Requirements

This position requires an unrestricted Class D Driver's License with a clear driving record.

It is policy of the Board of Water and Soil Resources that all candidates submit to a background check prior to employment. All job offers are contingent upon passing the following components:

- Driver's License DMV check
- Employment Reference Check
- SEMA4 Records Check
- Criminal History Check
- Conflict of Interest Review
- Education/License Verification

Application Details

How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us. For additional information about the application process, go to <http://www.mn.gov/careers>.

Contact

If you have questions about this position, contact Edward Lenz at ed.lenz@state.mn.us or [507-766-5424](tel:507-766-5424).

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Patricia Sweep at [mail to: patricia.sweep@state.mn.us](mailto:patricia.sweep@state.mn.us)

Working together to improve the state we love.

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

Benefits

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

Your benefits may include:

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
 - Fertility care, including IVF
 - Diabetes care
 - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

Support to help you reach your career goals:

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at studentaid.gov)

Employee Assistance Program (EAP) for work/life support:

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

Programs, resources and benefits eligibility varies based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

EQUAL OPPORTUNITY EMPLOYERS

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

APPLICANTS WITH DISABILITIES

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and let us know the support you need.