

JOB OPENING

Dates accepting application: 12/18/25 – 12/26/25

POSITION TITLE: Conservation Planner

SALARY: \$57,164.00/year

POSITION TYPE: Full-Time

LOCATION: Westminster, MD

ABOUT US:

The Western Maryland Resource Conservation and Development Council (WMRC&D) Inc. is a non-profit organization, based in Hagerstown, Maryland and in-business since 1993, whose mission is to build and sustain resource conservation programs which raise the quality of social, economic, and environmental development in our region. WMRC&D builds partnerships to complete projects focused on agriculture and conservation, improving water quality in local watersheds and the Chesapeake Bay, forestry and reforestation, wildlife conservation, and a variety of other efforts which seek to meet the needs of our communities.

CONTEXT OF THE POSITION

In coordination with the USDA's Natural Resources Conservation Service (NRCS), this position would help to implement programs and provisions included in the Farm Bill. The Conservation Planner position provides technical assistance for resource conservation projects with direct interaction with landowners, agencies, and related project partners. The majority of work is focused on project planning and design. This position covers a multi-county service area including: Carroll and Baltimore counties. **This position has a current term through September 30, 2028, with a possibility for extension.**

ESSENTIAL FUNCTIONS

- Strong Agronomic Skills and Understanding
- Develop comprehensive conservation plans and provide technical assistance for land and water restoration projects on livestock operations, - this task will be the primary duty of the position
- Develop and assist with implementation of conservation plans and associated practices contracted through various conservation programs
- Conduct resource inventories and analyses to identify and evaluate soil, water, air, plant, animal, and fish wildlife degradation
- Develop schedules, articles, and reports as project updates for internal and public review
- Perform related tasks to advance WMRC&D restoration efforts including outreach to land owners, conservation plan review, and conduction of environmental education events

- Other duties as assigned

PROFESSIONAL EXPERIENCE AND QUALIFICATIONS

A degree in soil conservation or a related agricultural or natural resource discipline such as soil science, agronomy, agricultural education or agricultural engineering. A minimum of 30 semester hours in a natural resource or agricultural field, including at least 12 semester hours in a combination of soils and crops or plant science is required. Of the 12 semester hours a minimum of 3 semester hours must have been in soils and 3 semester hours must have been in crops or plant science.

Or

The applicant must have a combination of education and experience that is equivalent to a 4-year degree that meets the minimum study requirements with at least 30 semester hours in soil conservation or related agricultural or natural resource discipline. The course work must have included at least 12 semester hours in a combination of soils and crops or plant science, plus appropriate experience or additional education. Of the 12 semester hours, a minimum of 3 semester hours must have been in soils and 3 semester hours in crops or plant science. Appropriate experience should demonstrate the application and techniques, principles, and methods of soil conservation.

In addition, the following are expected of applicants:

- Strong communication skills.
- Knowledge and/or experience with livestock operations.
- Willingness to work outside in rough terrain and inclement weather.
- Proficiency in use of computers and applications relevant to conservation is expected (such a MS office suite).
- The ability to work independently while effectively managing multiple priorities.
- A valid driver's license.
- US Citizenship.
- A clean criminal record verified by a standard background check with local, state, and national law enforcement agencies
- Must be willing to relocate or commute to Westminster, Maryland.

CERTIFICATIONS

While employed in the position, incumbent must complete continuing education requirements provided by the agency at no cost that will prepare them for obtaining the certifications listed below.

- Nutrient Management Certification
- Apprentice Planner
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It is expected that the incumbent will obtain these two certifications within the period of employment, not to exceed 2 years. Incumbent will work toward Certified Conservation Planner status but completion in 2 years is not required.

The Western Maryland RC&D Council is an equal opportunity provider and employer. All programs and services of the Western Maryland RC&D Council are offered on a non-discriminatory basis, without regard to race, color, national origin, religion, sexual orientation, age, marital or family status, disability or political belief.