

NCEL Sustainable Agriculture and Water Specialist

Supervisor: Environmental Health Manager

Location: Fully Remote

Compensation: \$74,00 - \$83,000

Position Overview

The Sustainable Agriculture and Water Specialist leads NCEL's state policy work on topics relating to agriculture and food systems, water quality, and soil health. This role provides strategic direction and coordination for NCEL's Mississippi River Legislative Caucus (MRLC). The primary policy focus of this Caucus is on sustainable agricultural systems and practices that reduce nutrient loading, floodplain management, and other policies to protect and restore the Mississippi River. This position reports to the Environmental Health Manager.

The ideal candidate is an outgoing network-builder who enjoys outreach and collaboration. They are a growth-oriented individual who is committed to environmental justice and equity work. The candidate has a passion for policy advancement and is highly skilled at verbal and written communication. They enjoy planning webinars, organizing strategy sessions, hosting in-person issue briefings, and collaborating with advocacy partners on shared environmental goals. This position requires up to 25% travel for meetings and events.

About NCEL

NCEL is a 501(c)(3) nonprofit that empowers a nonpartisan network of state environmental leaders to protect, conserve, and improve the natural and human environment. We believe that the key to advancing sound policy in the states is well-informed legislatures with strong champions who can advocate on behalf of the environment, develop shared strategies, and collaborate with their peers across the country on shared learning and action.

Roles & Responsibilities

Project Coordination and Strategy

- Coordinate initiatives and events for legislators in the Mississippi River Legislative Caucus (MRLC) and identify and track environmental policies relevant to the region.
- Lead initiatives and events for legislators around critical soil health, water quality, and sustainable agriculture concepts and identify new opportunities for legislator engagement.
- Collaborate and build out new relationships with key local, state, regional, and national partners.
- Represent NCEL at coalition meetings and national convenings.
- Contribute to the grant writing process for project proposals, working with the Chief Partnership Officer and program leadership.

Policy Analysis Research, Analysis, and Communication

- Track and analyze legislative trends and share updates with NCEL members, the MRLC network, and key allies.
- Develop materials including fact sheets and briefing books on specific issues.
- Develop website content including legislative spotlights and blog posts related to policy developments.
- Phone, email, and in-person outreach to state legislators to support policy work.

- Recruit state lawmakers to join the network.
- Curation and dissemination of issue-specific information sheets and email alerts.
- Facilitate information-sharing and coaching among MRLC members, and other NCEL members.

Meetings and Events

- Organize large events to convene legislators around soil health, water quality, and sustainability issues, such as an annual regional conference and a river tour.
- Work with partner organizations to plan local events such as in-state meetings or site tours related to program work.
- Conduct visits to state capitals during the legislative session to meet with legislators and host briefings.
- Follow up with legislators after meetings and events and provide continued support.
- Represent NCEL at advocacy coalition meetings.

Qualifications

Minimum Qualifications

- Three to five years of experience in policy or political organizing at the state, territorial, federal, Tribal, or community level and/or advocating for specific issues.
- Knowledge or experience working with policies related to soil health, water quality, and sustainable agriculture.
- Strong written and verbal communication skills and ability to convey complex information in simple terms.
- Must have experience in Google applications and basic database management.
- Ability to work independently with strong time management skills and attention to detail.
- Proximity to an airport and ability/willingness to travel to events across the country.

Preferred Qualifications

- A four-year degree from an accredited college or university.
- Experience working with underserved, overburdened, or frontline communities.
- Experience working with elected officials and/or on campaigns.

Compensation

The salary for this position is \$74,00 - \$83,000 and is commensurate with experience and qualifications. Compensation is commensurate with experience and qualifications. Most candidates will be hired near the starting end of the range. Internal equity will also be reviewed and considered to determine a final offer.

NCEL also offers a generous leave and comprehensive benefits package for full-time employees, including:

- 401(k) retirement plan with a 5% employer contribution regardless of personal contribution.
- 100% employer-paid health insurance; dental, and vision insurance also offered.
- Generous paid time off, including 15 vacation days in the first year of employment, 12 sick days per year, 5 personal days per year, and 13 holidays per year.

- Additional office closures to promote staff rest and well-being, including every fourth Friday, Summer Fridays, the week between Christmas and New Year's, and the week after NCEL's National Forum.
- Eight weeks of paid parental leave (full-time employees qualify after three months of employment).
- Annual professional development stipend (currently at \$500 per year).
- A 4-week paid sabbatical after every 5 years of employment for full-time employees.

This information is intended to comply with all applicable pay transparency law requirements.

To Apply

Please send a single PDF document with your resume and a cover letter to info@ncelenviro.org with the subject line "2025 Sustainable Ag and Water Specialist". All submissions will be treated confidentially. **Applications will be reviewed on a rolling basis with a deadline to apply of December 8.**

Equal Employment Opportunity and Reasonable Accommodations

NCEL is an Equal Opportunity Employer. We are committed to creating an inclusive environment for all employees. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other protected characteristic as outlined by federal, state, or local laws.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act and applicable state or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on NCEL. If you need assistance completing this application or to otherwise participate in the application process, please email info@ncelenviro.org. Please describe what adjustments you are requesting, and please do not share any medical information in your request.