



JOB DESCRIPTION

Job Title: Environment and Climate Director

Status: Exempt

Department: Science (WG5010)

Location: Remote

Reports to: Senior Vice President, Science

Approved by: Human Resources Generalist, Talent Acquisition

JOB DESCRIPTION SUMMARY

This position reports directly to the Senior Vice President, Science. The primary responsibility of the Environment and Climate Director is for the development and implementation of strategic initiatives that support the environmental performance of member operations. The role is responsible for leading Western Growers engagement in the focus areas of crop inputs, integrated pest management, water quality, resource conservation, and climate response. Specifically, the Environment and Climate Director will work to ensure that members have regulatory access to critically necessary pesticides, facilitate development and application of diverse climate-smart field practices, and identify and advantage grant opportunities in key focus areas particularly, soil health. This position will also work identifying research needs and developing support for regional/crop based assessment and verification strategies for agricultural water management (microbiological and chemical). The role will promote best practices for climate adaptation, resiliency, and risk management by engaging with industry stakeholders (i.e., buyers, regulators, public health officials, academic experts) and members, as well as representing membership in public and scientific forums.

QUALIFICATIONS

- Bachelor's Degree in biological, chemical, physical, or environmental science, soil science, water science, hydrology, agronomy, natural resource science, environmental or public health, physical geography, or a closely related scientific discipline. Advanced degree (Master's or Ph.D.) in microbiology or related field, preferred.
- Eight (8) to ten (10) years of increasingly responsible professional experience as a scientist in agriculture, environmental analysis/research, environmental program management, regulatory compliance, or investigation.
- In-depth knowledge of western state and federal policies and laws as related to environmental and climate management, as well as ecological principles.
- Ability to act as a change agent through collaboration with a diverse network of business professionals including grower-shippers, extension agents, academic researchers, industry associations and federal and state agencies.
- Strong planning and project management abilities including time and resource management.
- Advanced understanding of key environmental and climate science and technology issues impacting the produce industry.
- Proven analytical and problem-solving skills.
- Strong written and verbal communication skills including the ability to communicate complex scientific and technical issues to a general audience.

- Proficient in end-user software programs e.g. word-processing, spreadsheet software, data base management and presentation/publication applications and basic knowledge on web page development and maintenance.
- Ability to conduct Global Information System (GIS) analysis and prepare maps/reports to support technical documents.
- Demonstrated leadership in the strategic development, deployment, and administration of environmental programs.
- Internet access provided by a cable or fiber provider with 40 MB download and 10 MB upload speeds.
- Home router with wired Ethernet (wireless connections and hotspots are not permitted)
- A designated room for your office or steps taken to protect company information (e.g., facing computer towards wall, etc.)
- A functioning smoke detector, fire extinguisher, and first aid kit on site.
- Verifiable, clean DMV record and the ability to travel to various locations throughout the U.S. (mainly California and Arizona) up to 20% of the time.

DUTIES AND RESPONSIBILITIES

Member Services

- Provide analytical support, propose and/or present in member and public forums new approaches or modifications to local, state or federal policy developments related to water quality, pesticides, other crop inputs, climate, sustainability and conservation. This includes assistance with the development of public comments associated with current and proposed regulations as needed.
- Secure funding from outside sources to advance WG's water quality, environment and climate objectives. This includes researching and drafting proposals for grant opportunities from government and non-government resources.
- Provide members technical assistance, training or other resources to address and resolve agricultural water quality concerns related to the environment or food safety.
- Support the WG's Science Committee of the Board of Directors through preparation of materials, presentation of information and follow-up plans.
- Support WG's Climate and Sustainability Working Group to advance environment priorities.
- Promote Western Growers' members and their environment and conservation solutions and objectives within membership and with external stakeholders including federal/state regulatory authorities and other industry stakeholders.
- Expand professional relationships with member company stakeholders and act as a resource for questions and/or issues, as well as respond to "just-in-time" training needs.

Communications

- Create, source, and organize high utility resources that will assist members in the areas of climate and environmental performance, including scientific journal publications, white papers and other documents or visual media.
- Write on environment and climate issues for industry publications.

- Enhance WG's Science online presence through development of social media materials, brief articles, data-driven infographics and member highlights.

Climate and Environmental Performance

- Establish and advance Western Growers profile in environment and climate, including the development and promotion of training, educational opportunities, and other tools to transfer knowledge and sustain engagement.
- Develop and implement a grant strategy to promote research in the areas of water quality (food safety and the environment), climate-smart agronomic practices, soil health and sustainability measurements. Publish findings, and when appropriate, develop outreach materials for industry and other stakeholders.
- Develop a deep understanding of the structure, objectives, programs, and financial needs of the organization, and work with subject matter experts, managers, and their staff to develop compelling grant proposals and accurate narrative and financial reports.
- Write and submit grant proposals, fundraising-related writing projects, and reports; keep a portfolio averaging multiple grant related submissions
- Oversee and implement member education in collaboration with WG Science team and other internal departments (i.e. Government Affairs)
- Research, apply and promote the application of data science to advance member environmental performance, including potential WG sponsored data collection and analyses, application of public data, and engagement with researchers and other thought leaders in data science.
- Confer with members by telephone or in person (individual or group) to provide consultative services to members about their environmental performance needs, questions, and other requests.
- Develop and monetize training and consultation services including course curriculum and resource/collateral materials that are valuable to WG members in their operations.

Other

- Utilize all capabilities to satisfy one mission — to enhance the competitiveness and profitability of our members. Do everything possible to help members succeed by being curious and striving to understand what others are trying to achieve, planning, and executing work helpfully and collaboratively. Be willing to adjust efforts to ensure that work and attitude are helpful to others, be self-accountable, create a positive impact, and be diligent in delivering results.
- Maintain internet speed of 40 MB download and 10 MB upload and router with wired Ethernet
- Maintain a HIPAA-compliant workstation and utilize appropriate security techniques to ensure HIPAA-required protection of all confidential/protected client data.
- Maintain and service safety equipment (e.g., smoke detector, fire extinguisher, first aid kit)
- Maintain a clean DMV record and the ability to travel to locations throughout the U.S. (mainly California and Arizona) up to 20% of the time.
- All other duties as assigned.



PHYSICAL DEMANDS/WORK ENVIRONMENT

The physical demands and work environment described here represent those that an employee must meet to successfully perform this job's essential functions. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to communicate with others. The employee frequently is required to move around the office. The employee is often required to use tools, objects, and controls. This noise level in the work environment is usually moderate.

ACKNOWLEDGMENT

I have read and understand the duties and responsibilities of this position and accept them. The primary function of this position is clear to me, and I understand its importance to the company's overall success. I have read the essential position functions and can perform them:

- With accommodation (include attachment with details)
- Without accommodation

Print Name

Date

Employee Signature

[**APPLY HERE**](#)