


MEMORANDUM
2025-002

DATE: July 31, 2024

TO: All Soil and Water Conservation Districts

FROM: Jim Plassmeyer, Director 
Soil and Water Conservation Program

SUBJECT: District Specialist VI

The Soil and Water Conservation Program is happy to announce another addition to the District Specialist (DS) Progression Line. The DSVI position will be implemented during the 1st quarter of Fiscal Year 25. Initially, one DSVI per MASWCD area will be selected through an application process. For each DSVI that is selected, an additional DSI position will be added to the same area. The plans are to have two DSVI and two additional DSI position in each area. The program is starting with a single new DSVI and DSI per area to work through the application and hiring procedures.

The job description and qualifications (attached) for the DSVI positions were developed with input from the MASWCD and MSWCDEA and vary by area. If you would like to apply for one of the positions please forward a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov. The initial application period will be open from August 1-15, 2024.

If you have any questions, please contact your district coordinator. Thank you.

Attachment



District Specialist VI

MASWCD Area 1

Position Description

The area 1 District Specialist VI (DSVI) will be responsible for assisting counties in the area with technical review and design of conservation practices and review and signature of conservation plans. The DS VI will continue to be an employee of their current soil and water conservation district, but will be required to spend significant time (approximately 50%) helping other districts in the area. This position is not expected to replace local technicians, but to provide a higher level of review when needed, as well as provide relevant signature authority while newer district employees are gaining training and experience. Providing training is not a primary duty of the DSVI. The DSVI will coordinate closely with program office and NRCS area staff to help determine priority work outside their home administrative district. The DSVI position is not permanent and will be reviewed annually by the program office with input from the MASWCD, MSWCDEA and NRCS. The area 1 DSVI will be expected to maintain the relevant credentials and training for the following specific technical areas:

1. Terrace design and review.
2. Conservation Plan approval.
3. CD and CART competency.

The above listed items are the priorities for the position and the DSVI may be expected to provide technical assistance for other practices.

Required Qualifications

- a. Certified Level III Conservation Planner.
- b. Level II Engineering Job Approval for Terraces.
- c. Seven years experience with a Missouri Soil and Water Conservation District(s) and eligible to be a DSV on the current progression line.

Preferred Qualifications

- a. Good working relationship with the SWCP and NRCS.
- b. Demonstrated ability to maximize efficiency through the use of technology.
- c. Ability to travel and stay overnight when needed to accomplish goals of the position.

How to Apply

Send a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov by August 15, 2024.

District Specialist VI

MASWCD Area 2

Position Description

The area 2 District Specialist VI (DSVI) will be responsible for assisting counties in the area with technical review and design of conservation practices and review and signature of conservation plans. The DS VI will continue to be an employee of their current soil and water conservation district, but will be required to spend significant time (approximately 50%) helping other districts in the area. This position is not expected to replace local technicians, but to provide a higher level of review when needed, as well as provide relevant signature authority while newer district employees are gaining training and experience. Providing training is not a primary duty of the DSVI. The DSVI will coordinate closely with program office and NRCS area staff to help determine priority work outside their home administrative district. The DSVI position is not permanent and will be reviewed annually by the program office with input from the MASWCD, MSWCDEA and NRCS. The area 2 DSVI will be expected to maintain the relevant credentials and training for the following specific technical areas:

1. Terrace design and review.
2. Pond design and review.
3. Grazing system design and job approval.

The above listed items are the priorities for the position and the DSVI may be expected to provide technical assistance for other practices.

Required Qualifications

- a. Certified Level III Conservation Planner.
- b. Level II Engineering Job Approval for Terraces and ponds.
- c. Seven years experience with a Missouri Soil and Water Conservation District(s) and eligible to be a DSV on the current progression line.

Preferred Qualifications

- a. Good working relationship with the SWCP and NRCS.
- b. Demonstrated ability to maximize efficiency through the use of technology.
- c. Ability to travel and stay overnight when needed to accomplish goals of the position.
- d. Familiarity and experience with streambank stabilizations and animal waste management practices.

How to Apply

Send a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov by August 15, 2024.

District Specialist VI

MASWCD Area 3

Position Description

The area 3 District Specialist VI (DSVI) will be responsible for assisting counties in the area with technical review and design of conservation practices and review and signature of conservation plans. The DS VI will continue to be an employee of their current soil and water conservation district, but will be required to spend significant time (approximately 50%) helping other districts in the area. This position is not expected to replace local technicians, but to provide a higher level of review when needed, as well as provide relevant signature authority while newer district employees are gaining training and experience. Providing training is not a primary duty of the DSVI. The DSVI will coordinate closely with program office and NRCS area staff to help determine priority work outside their home administrative district. The DSVI position is not permanent and will be reviewed annually by the program office with input from the MASWCD, MSWCDEA and NRCS. The area 3 DSVI will be expected to maintain the relevant credentials and training for the following specific technical areas:

1. Terrace design and review.
2. Pond design and review.
3. Waterway design and review.
4. Diversion design and review.
5. Conservation Desktop competency.

The above listed items are the priorities for the position and the DSVI may be expected to provide technical assistance for other practices.

Required Qualifications

- a. Certified Level III Conservation Planner.
- b. Level II Engineering Job Approval for Terraces, waterways, diversions and ponds.
- c. Seven years experience with a Missouri Soil and Water Conservation District(s) and eligible to be a DSV on the current progression line.

Preferred Qualifications

- a. Good working relationship with the SWCP and NRCS.
- b. Demonstrated ability to maximize efficiency through the use of technology.
- c. Ability to travel and stay overnight when needed to accomplish goals of the position.

How to Apply

Send a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov by August15, 2024.

District Specialist VI

MASWCD Area 4

Position Description

The area 4 District Specialist VI (DSVI) will be responsible for assisting counties in the area with technical review and design of conservation practices and review and signature of conservation plans. The DS VI will continue to be an employee of their current soil and water conservation district, but will be required to spend significant time (approximately 50%) helping other districts in the area. This position is not expected to replace local technicians, but to provide a higher level of review when needed, as well as provide relevant signature authority while newer district employees are gaining training and experience. Providing training is not a primary duty of the DSVI. The DSVI will coordinate closely with program office and NRCS area staff to help determine priority work outside their home administrative district. The DSVI position is not permanent and will be reviewed annually by the program office with input from the MASWCD, MSWCDEA and NRCS. The area 4 DSVI will be expected to maintain the relevant credentials and training for the following specific technical areas:

1. Pest and/or Nutrient Management plan signature authority.
2. Plan and design terraces
3. Plan and design WASCOBs.
4. Plan and design waterways.
5. Plan and design ponds.

The above listed items are the priorities for the position and the DSVI may be expected to provide technical assistance for other practices.

Required Qualifications

- a. Certified Level III Conservation Planner.
- b. Level II Engineering Job Approval for Terraces, waterways, WASCOBs and ponds.
- c. Seven years experience with a Missouri Soil and Water Conservation District(s) and eligible to be a DSV on the current progression line.

Preferred Qualifications

- a. Good working relationship with the SWCP and NRCS.
- b. Demonstrated ability to maximize efficiency through the use of technology.
- c. Ability to travel and stay overnight when needed to accomplish goals of the position.

How to Apply

Send a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov by August 15, 2024.

District Specialist VI

MASWCD Area 5

Position Description

The area 5 District Specialist VI (DSVI) will be responsible for assisting counties in the area with technical review and design of conservation practices and review and signature of conservation plans. The DS VI will continue to be an employee of their current soil and water conservation district, but will be required to spend significant time (approximately 50%) helping other districts in the area. This position is not expected to replace local technicians, but to provide a higher level of review when needed, as well as provide relevant signature authority while newer district employees are gaining training and experience. Providing training is not a primary duty of the DSVI. The DSVI will coordinate closely with program office and NRCS area staff to help determine priority work outside their home administrative district. The DSVI position is not permanent and will be reviewed annually by the program office with input from the MASWCD, MSWCDEA and NRCS. The area 5 DSVI will be expected to maintain the relevant credentials and training for the following specific technical areas:

1. Terrace design and review.
2. Pond design and review.
3. Waterway design and review.
4. Grazing system design and signature authority.
5. CD and CART competency.

The above listed items are the priorities for the position and the DSVI may be expected to provide technical assistance for other practices.

Required Qualifications

- a. Certified Level III Conservation Planner.
- b. Level II Engineering Job Approval for Terraces, waterways, and ponds.
- c. ESJAA for Sensitive Areas
- d. Seven years experience with a Missouri Soil and Water Conservation District(s) and eligible to be a DSV on the current progression line.

Preferred Qualifications

- a. Good working relationship with the SWCP and NRCS.
- b. Demonstrated ability to maximize efficiency through the use of technology.
- c. Ability to travel and stay overnight when needed to accomplish goals of the position.
- d. MO Pipe competency.
- e. Experience with stream protection practices (streambank stabilization, WQ10, N391)

How to Apply

Send a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov by August 15, 2024.

District Specialist VI

MASWCD Area 6

Position Description

The area 6 District Specialist VI (DSVI) will be responsible for assisting counties in the area with technical review and design of conservation practices and review and signature of conservation plans. The DS VI will continue to be an employee of their current soil and water conservation district, but will be required to spend significant time (approximately 50%) helping other districts in the area. This position is not expected to replace local technicians, but to provide a higher level of review when needed, as well as provide relevant signature authority while newer district employees are gaining training and experience. Providing training is not a primary duty of the DSVI. The DSVI will coordinate closely with program office and NRCS area staff to help determine priority work outside their home administrative district. The DSVI position is not permanent and will be reviewed annually by the program office with input from the MASWCD, MSWCDEA and NRCS. The area 6 DSVI will be expected to maintain the relevant credentials and training for the following specific technical areas:

1. ESJAA for woodland erosion.
2. ESJAA for sensitive areas.
3. Grazing job approval authority.
4. Engineering Job approval for livestock pipelines.

The above listed items are the priorities for the position and the DSVI may be expected to provide technical assistance for other practices.

Required Qualifications

- a. Certified Level III Conservation Planner.
- b. Seven years experience with a Missouri Soil and Water Conservation District(s) and eligible to be a DSV on the current progression line.

Preferred Qualifications

- a. Good working relationship with the SWCP and NRCS.
- b. Demonstrated ability to maximize efficiency through the use of technology.
- c. Ability to travel and stay overnight when needed to accomplish goals of the position.
- d. Nutrient and Pest Certification
- e. Experience with animal waste management practices.

How to Apply

Send a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov by August 15, 2024.

District Specialist VI

MASWCD Area 7

Position Description

The area 7 District Specialist VI (DSVI) will be responsible for assisting counties in the area with technical review and design of conservation practices and review and signature of conservation plans. The DS VI will continue to be an employee of their current soil and water conservation district, but will be required to spend significant time (approximately 50%) helping other districts in the area. This position is not expected to replace local technicians, but to provide a higher level of review when needed, as well as provide relevant signature authority while newer district employees are gaining training and experience. Providing training is not a primary duty of the DSVI. The DSVI will coordinate closely with program office and NRCS area staff to help determine priority work outside their home administrative district. The DSVI position is not permanent and will be reviewed annually by the program office with input from the MASWCD, MSWCDEA and NRCS. The area 7 DSVI will be expected to maintain the relevant credentials and training for the following specific technical areas:

1. ESJAA for woodland erosion.
2. ESJAA for sensitive areas.
3. Grazing job approval authority.
4. Engineering Job approval for livestock pipelines.
5. Conservation Desktop and CART competency

The above listed items are the priorities for the position and the DSVI may be expected to provide technical assistance for other practices.

Required Qualifications

- a. Certified Level III Conservation Planner.
- b. Seven years experience with a Missouri Soil and Water Conservation District(s) and eligible to be a DSV on the current progression line.

Preferred Qualifications

- a. Good working relationship with the SWCP and NRCS.
- b. Demonstrated ability to maximize efficiency through the use of technology.
- c. Ability to travel and stay overnight when needed to accomplish goals of the position.

How to Apply

Send a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov by August 15, 2024.

District Specialist VI

MASWCD Area 8

Position Description

The area 8 District Specialist VI (DSVI) will be responsible for assisting counties in the area with technical review and design of conservation practices and review and signature of conservation plans. The DS VI will continue to be an employee of their current soil and water conservation district, but will be required to spend significant time (approximately 50%) helping other districts in the area. This position is not expected to replace local technicians, but to provide a higher level of review when needed, as well as provide relevant signature authority while newer district employees are gaining training and experience. Providing training is not a primary duty of the DSVI. The DSVI will coordinate closely with program office and NRCS area staff to help determine priority work outside their home administrative district. The DSVI position is not permanent and will be reviewed annually by the program office with input from the MASWCD, MSWCDEA and NRCS. The area 8 DSVI will be expected to maintain the relevant credentials and training for the following specific technical areas:

1. Pond design and review.
2. WASCOB design and review.
3. Drop pipe design and review.
4. Grazing system design and signature authority.
5. Engineering job approval for livestock pipeline designs.

The above listed items are the priorities for the position and the DSVI may be expected to provide technical assistance for other practices.

Required Qualifications

- a. Level II engineering job approval for ponds, WASCOBS, and drop pipes.
- b. Certified Level III Conservation Planner.
- c. Seven years experience with a Missouri Soil and Water Conservation District(s) and eligible to be a DSV on the current progression line.

Preferred Qualifications

- a. Good working relationship with the SWCP and NRCS.
- b. Demonstrated ability to maximize efficiency through the use of technology.
- c. Ability to travel and stay overnight when needed to accomplish goals of the position.
- d. Experience and demonstrated competency with irrigation management practices.

How to Apply

Send a cover letter, resume, and letter of support from your board of supervisors to soil&waterconservationprogram@swcd.mo.gov by August 15, 2024.