

Job Posting



Job Title: Agronomist, PRANA Project

Who We Are:

ORGANIZATIONAL OVERVIEW: A PIONEER IN CONSERVATION LEADERSHIP

This is an exciting time at The Nature Conservancy (TNC) as we are shifting our strategy for greater impact in the world, seeking to address some of the most complex challenges facing people and nature — issues such as climate change, conserving lands, waters, and oceans at unprecedented scale, providing food and water sustainably and helping make cities more resilient and sustainable.

Our Mission

TNC's mission is to conserve the lands and waters on which all life depends. Rather than viewing development – including economic growth – and conservation as contradictory goals, TNC works to demonstrate how nature has value for people and development and how nature can provide enormous economic benefit. TNC envisions a future where people and nature can flourish together.

Our Vision

A world where the diversity of life thrives, and people act to conserve nature for its own sake and its ability to fulfil our needs and enrich our lives.

The Conservancy Team

We achieve this through the dedicated efforts of our 3,800 diverse staff, including more than 600 scientists, all of whom support conservation in 76 countries and all 50 United States. We are striving to develop a workforce as diverse as the places where we work, and we have a deep commitment to diversity.

Organizational History

TNC is the largest conservation organisation in the world, working in all 50 states in the United States and more than 76 countries. It was incorporated as a non-profit organization in the District of Columbia on October 22, 1951. TNC is science-based and in every place, we work, we partner with governments, businesses, and local communities. TNC is advancing its mission by protecting and restoring rivers, landscapes and oceans for people and their development at an unprecedented scale; it is transforming the way humanity uses the Earth's natural resources to sustain ourselves.

What We Can Achieve Together:

About PRANA PROJECT

TNC has been successful in securing a significant grant from the Bezos Earth Fund for the Promoting Regenerative and No-burn Agriculture (PRANA) Project in India. Nature Conservancy India Solutions Pvt Ltd (NCIS) is providing techno-managerial services for the effective management and implementation of the project. The expected outcomes for the successful delivery of the project over four years are as follows:

- The elimination of burning on 1 million hectares of cropland
- At least 250,000 farmers adopt zero-burn cropping systems.
- At least 6 million tons of CO₂-e mitigation.
- 500 billion liters of water saved from enhanced soil health and better agronomic practices.

About the position:

The PRANA Project Agronomist will provide scientific support for regenerative agriculture initiatives associated with the PRANA Project. Agronomist He/She will work closely with the PRANA Project Director, Field Operations Manager, and other

relevant teams to align best available science with the PRANA project strategy, on-the-groundwork, and communications. Agronomist The agronomist will collaborate with both internal and external partners to build understanding at the confluence of climate and agriculture so that NCIS/TNC can pursue science-backed opportunities to tackle no-burn, regenerative and sustainable agriculture as well as climate change. Agronomist will be expected to compile and present written and verbal reports for internal and external audiences with varying levels of technical expertise. The role will serve as the primary agronomy science and technical expertise resource for the project. The Agronomist will report to the PRANA Project Director. The location for this position is Mohali, Punjab with frequent travel to New Delhi. This is a term-limited position with an end date of June 30, 2025, with the possibility of extension subject to funding and meeting project outcomes.

We're Looking for You:

Essential Functions:

The Agronomist will contribute to efforts to establish TNC as a leader in India in the application of agronomy and soil science to address conservation and environment challenges, including crop residue management and climate change. Focused primarily on PRANA, Agronomist will support: (i) identification of suitable agronomic technologies and practices; (ii) development/refinement of monitoring protocols to quantify the impact of various project interventions on GHG emissions, soil carbon, water and other related aspects; (iii) monitoring, data synthesis, data visualization, report writing and sharing of results with key audiences; and (iv) developing and providing guidance on effective practices to achieve environmental and agronomic goals.

Specific activities may include: (i) synthesizing data to quantify the potential for no-burn agriculture to contribute to climate mitigation; (ii) synthesizing data to understand regional variation as well as potential for contribution to other environmental and agronomic outcomes; (iii) contributing to development, refinement, and application of monitoring protocols to quantify the impact of project on various parameters, including climate mitigation; and (iv) work with the PRANA project team to design appropriate messages for communication products targeted at farmers and other stakeholders. Agronomist will ensure that these messages are clear and in accordance with best available science.

Agronomist will conduct regular field visits to meet with the target farmers and monitor the project activities. Agronomist will provide guidance on effective practices to achieve environmental and agronomic goals of the project. Agronomist will advise internally and externally on technical aspects related to conservation agriculture, adhering to NCIS'/TNC's rigorous scientific and external engagement principles.

Roles and responsibilities:

- Offer agriculture technical and science expertise within the PRANA Project on issues of improved crop management, soil management, sustainable intensification, climate-smart agriculture, multi-functional landscapes, and food systems analysis as well as identifying and promoting technologies to promote sustainable and resilient farming systems in the project regions.
- Provide insights into the effects of various variable climate change scenarios.
- Provide scientific and technical guidance, coordinate and monitor the PRANA project agriculture activities and capacity to the implementing partners of the PRANA project for effective implementation and successful delivery.
- Recognize opportunities for innovative action and accelerate the identification, prioritization, and uptake of adaptive measures.
- Provide technical support and strategic direction to the Field Operations Manager, field-based staff and project partners.
- Develop evidence gap maps of farmers' knowledge and understanding of best agricultural practices.
- Identify and analyze the barriers and opportunities for the uptake of sustainable crop residue management practices and formulate recommendations to address.
- Co-design interventions based on farming systems approaches and farmer typology and profiling.
- Support the integration of geo-spatial data analysis for learning, decision making and monitoring.
- Collaborate with the PRANA project Monitoring, Evaluation and Learning Manager to develop and implement appropriate monitoring and tracking systems.

- Build and strengthen working partnerships with universities (such as Punjab Agriculture University), research institutions, and government agencies.
- Take part in program planning, reviews and project meetings.

What You'll Bring:

Minimum Qualifications

- Master's degree in a science-related field (e.g., agronomy/agroecology, environmental sciences, soil science) and 3-5 years of experience or equivalent combination of education and experience.
- Demonstrated understanding of principles and practices of sustainable agriculture, including soil health, climate mitigation, climate adaptation, nutrient management.
- Experience of conducting applied research and analysis.
- Excellent team player with experience of working in multi-disciplinary teams, using interpersonal skills to build strong relationships with conservation teams, internal scientists, corporations, academics, and policy makers.
- Excellent communication skills – written and spoken and graphical.
- Fluency in English, Hindi and command on verbal and written Punjabi is a must

Desired Qualifications

- PhD degree in agriculture, crop science, soil science, natural resource management or related discipline with experience in systems-related research with 5-8 years of experience.
- Knowledge and experience of developing systems for monitoring, reporting, verification and evaluation of impact of agricultural systems on climate, soil health, and environment.
- Knowledge of and experience related to the production, storage, processing, and commercialization of rice, wheat, and other key crops in Punjab.
- Field experience including direct interaction and/or partnering with farmers.
- Expertise in spatial analysis/remote sensing as well as applied statistics/data science.
- Development of agricultural practices guidelines and materials.
- Record of peer-reviewed publications in scientific journals.
- Demonstrated capabilities in project or program management, including ensuring collaboration and coordination of project activities among partners and reporting project results.
- Strong analytical skills.
- Experience in working with a wide range of stakeholders and interest to work in interdisciplinary teams.
- Expertise in management and analytics of big data related to climate services information, including the use of climate forecast information.
- A high level of competency in the design and implementation of field-based experiments.
- Experience in training others.
- Ability to meet deadlines and work successfully in a fast-paced organization.

What We Bring:

Nature Conservancy India Solutions Private Limited (NCIS) is a private limited company incorporated under the Companies Act 2013, having its registered office in India in New Delhi, India. It is a wholly owned Indian subsidiary of The Nature Conservancy. The company currently provides technical consultancy, monitoring & evaluation and other related services in the domain of conservation and environment to its various clients within and outside India.

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

This description is not designed to be a complete list of all duties and responsibilities required for this job.

Our Competencies:

BUILDS RELATIONSHIPS	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
COLLABORATION & TEAMWORK	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
COMMUNICATES AUTHENTICALLY	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
DEVELOPS OTHERS	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
DRIVES FOR RESULTS	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
LEVERAGES DIFFERENCE	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
SYSTEMS LEADERSHIP	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

How to apply: Visit this link: <https://careers.nature.org/>

To apply for job ID 53380 submit your materials online by using the Apply Now button at <https://careers.nature.org/> by 11:59 PM IST 30-May-2023 . Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

Click “submit” to apply for the position or “save for later” to create a draft application for future submission. Once submitted, applications cannot be revised or edited. Failure to complete required fields may result in your application being disqualified from consideration.

If you experience technical issues, please refer to our [applicant user guide](#) or contact applyhelp@tnc.org.

The successful applicant must meet the requirements of TNC background screening process.