

**Position Information:**

Located in western Montana, the Flathead Reservation is home to the Confederated Salish and Kootenai Tribes (CSKT). CSKT Headquarters and Salish Kootenai College are in Pablo which has a population of about 2,300. The Flathead Reservation comprises over 1.2 million acres of forested mountains, grasslands, and irrigated and dry crop lands. Tribal lands are rich in natural resources and are managed for a variety of uses including agriculture, wildlife, fisheries, recreation, cultural preservation, aquatic and land protection, timber, mining and tourism.

For questions regarding this position, please contact: Dan Lucas at (406) 274-8969 or daniel.lucas@montana.edu

**Working Title:** MSU Extension Flathead Reservation On-Farm Irrigation Efficiency Educator

**Brief Position Overview:**

This position resides at the MSU Flathead Reservation Extension Office in Polson, Montana.

The primary duty for MSU Flathead Reservation Extension Faculty is to assess community needs, then develop, implement, and evaluate Extension programming to meet those needs. The main emphasis of the MSU Extension Flathead Reservation Irrigation Efficiency Educator position will be to provide technical assistance to irrigators and producers to more effectively use irrigation water to enhance the growth of forages, pasture, and field crops. It is anticipated that the effective development and delivery of Extension programming will generate positive economic and community development impacts. This position will have a strong partnership with the Compact Implementation Technical Team (CITT), the interagency advisory committee implementing the CSKT-Montana Water Compact. The MSU Flathead Reservation Extension Office currently has two other agents working in Extension areas. One agent position works in family and consumer sciences, youth development, and community mental health. The second agent works in the areas of agriculture and horticulture. The office also houses two SNAP nutrition educators.

**Faculty Tenure Track:** No

**Faculty Rank:** Extension Agent

**General Statement:**

We seek individuals who work professionally and effectively with diverse individuals, foster, and maintain effective interpersonal relationships, exhibit excellent written, verbal communication skills, and can contribute to the missions of Montana State University and the Compact Implementation Technical Team. This position will work across the Flathead Reservation collaborating and serving indigenous and non-indigenous producers. The Flathead Reservation includes parts of Lake, Missoula, Sanders, and Flathead counties.

**Position Details:**

Focus of this position will entail the collaborative planning and implementation of irrigation efficiency education programming and on-farm practices. The audiences for identified emphases are tribal and non-tribal ranchers and farmers, irrigation districts, the Flathead Indian Irrigation Project (FIIP), and other interested parties in the area. The successful candidate will develop and implement educational outreach opportunities and one-on-one consultations that will increase the knowledge of irrigation systems and may lead to the application and adoption of water use efficiency practices by irrigators.

Other responsibilities include collaboration with peers in other Extension disciplines and assistance with MSU Extension in generating positive community impacts and the delivery of Extension's mission at the local level.

**Duties and Responsibilities:**

1. Develop, plan, implement, instruct, facilitate, and evaluate educational programs in irrigation efficiency water management and measurement, as well as soil sciences and crop production topics.
2. Collaborate with CITT for program direction and implementation.
3. Collaborate with MSU Extension faculty and staff to provide needed programs in Flathead Reservation and the surrounding area.
4. Provide leadership to local stakeholder groups in determining priority needs.
5. Engage with irrigation community by attending meetings, presenting outreach and education programming, one-on-one site visits, and through regular communication and planning materials.
6. Conduct continual needs assessments on the Reservation to inform programming efforts and priorities.
7. Investigate and communicate on-farm efficiency related funding opportunities and assistance programs to the irrigation community within the Flathead Reservation.

**Required Qualifications – Experience, Education, Knowledge & Skills:**

1. Bachelor's degree in agriculture, soil sciences, agronomy, natural resources, or related fields.
2. Demonstrated ability to lead groups, assess community needs, and develop, organize, plan, teach, and evaluate effective programs.
3. Demonstrated ability to work collaboratively and communicate effectively with individuals, groups, and community organizations who have diverse backgrounds and perspectives.

**Preferred Qualifications – Experience, Education, Knowledge & Skills:**

1. Master's degree.
2. Relevant work experience in agriculture, soil sciences, agronomy, natural resources, or related fields.
3. Demonstrated experience in planning and implementing extension, or other agricultural education and outreach efforts in formal and informal settings.
4. Demonstrated ability to facilitate groups, create consensus and collaboratively develop constructive solutions to locally identified issues.
5. Experience working with indigenous communities.

The Successful Candidate will possess excellent human relation skills; a high level of professionalism; the ability to work effectively with other staff members; evidence of good judgment; flexibility and innovation to respond to changing needs of people on the Flathead Reservation; and will be able to communicate effectively, both verbally and in writing. The successful candidate will also have a

familiarity with multi-cultural and different socioeconomic audiences, an interest in working with people from diverse backgrounds, and a commitment to the principles of diversity. Dedication to supporting and enhancing Montana State University's initiative for diversity, equity, and inclusiveness.

**Position Special Requirements/ Additional Information:**

Must possess currently or be eligible to obtain a valid State of Montana Driver's license and have an acceptable driving record (less than 12 points) or have other reliable means of transportation. Must have access to a vehicle to use for work (mileage will be reimbursed) and have minimum vehicle liability insurance. Do NOT send a copy of the driver's license. This job description should not be construed as an exhaustive statement of duties, responsibilities, or requirements, but a general description of the job. Nothing contained herein restricts Montana State University's rights to assign or reassign duties and responsibilities to this job at any time.

**Physical Demands:**

Position requires frequent night and weekend work, extensive reading, frequent travel throughout the Flathead Reservation, and occasional travel throughout the State of Montana. Position also requires using a variety of teaching methods and operating a variety of demonstration and educational equipment. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without reasonable accommodations. The requirements listed above are representative of the knowledge, skill, and/or ability required.

The scholarship of Extension work at MSU is defined as, "The creation of partnerships, programs, and plans through Extension, or other community-based research, that leverage the knowledge and resources of the university and the public/private sector to enhance learning, discovery, and engagement; educate and engage citizens; strengthen communities; address locally identified issues and problems; apply and disseminate knowledge; and contribute to the public good."

Diversity Statement Montana State University values diverse perspectives and is committed to continually supporting, promoting, and building an inclusive and culturally diverse campus environment. MSU recognizes the importance of work-life integration and strives to be responsive to the needs of dual career couples.

Montana State University is committed to providing a working and learning environment free from discrimination. As such, the University does not discriminate in the admission, access to or conduct of its educational programs and activities nor in its employment policies and practices on the basis of race, color, religion, national origin, ethnicity, creed, service in the uniformed services (as defined in state and federal law), veteran status, gender, age, political beliefs, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation or preference. In support of the University's mission to be inclusive and diverse, applications from qualified minorities, women, veterans, and persons with disabilities are highly encouraged.

Montana State University makes accommodation for any known disability that may interfere with an applicant's ability to compete in the hiring process or an employee's ability to perform the duties of the job. To request an accommodation, contact the Human Resources Office, PO Box 172520, Montana State University, Bozeman MT 59717-2520; 406-994- 3651; recruitment@montana.edu .

In compliance with the Montana Veteran's Employment Preference Act, MSU provides preference in employment to veterans, disabled veterans, and certain eligible relatives of veterans. To claim veteran's preference please complete the veteran's preference information located in the Demographics section of your profile.

MSU's Non-Discrimination Policy and Discrimination Grievance Procedures can be located on the MSU Website: <https://www.montana.edu/equity/policies/grievanceprocedures.html>