

## Postdoctoral Research Analyst

**Mission:** Cultivating environmentally sound, economically viable, community-focused farms and food systems

**Position overview:** Do you love data and specialize in soil science? Are you passionate about helping farmers identify sustainable and climate-smart practices for growing on and stewarding their land? We're seeking a full-time Postdoctoral Research Analyst to dig into our farm-based [benchmark studies](#) data and help farmers with their most pressing questions. The ideal candidate should be eager to work in a collaborative community science research setting and with a diverse group of farmers. They should have the desire and ability to gather data in the field in various weather conditions, analyze that data, and convey the results in meaningful ways to various stakeholders.

This is a primarily remote position, ideally located in Western Pennsylvania, with regular travel to farms sites throughout Pennsylvania, some in-office workdays, and quarterly in-person all-staff meetings. All employees are required to attend our annual Sustainable Agriculture Conference, which takes place each February in Lancaster, PA. Employee must comply with Pasa's remote employee policies. All staff are required to be vaccinated for COVID-19 within 30 days of hire. All staff are required to maintain COVID-19 booster shots as they become eligible. \*Note that we're also hiring a part time research associate. [Learn more about that position on our website.](#)

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### Responsibilities

- Work with research team to collect and organize secure data
- Assist in accurate collection of data, including seasonal field work
- Provide timely review and analysis of data
- Contribute to papers, reports, and presentations that are shared with research collaborators and broader agricultural community
- Forward Pasa's research projects by using data to develop/uncover new research initiatives and questions
- Participate in the continual improvement of data collection and refinement of Pasa's existing research projects
- Communicate results with research collaborators and broader agricultural community
- Contribute to grant writing and reporting

### Qualifications

- PhD in soil science, biology, agronomy, or a related field
- Experience in R, SPSS or comparable statistical software

- Excellent communication skills. Must be comfortable talking to a range of personalities and people, comfortable with public speaking, and capable of conveying technical information to different audiences
- Excellent organizational abilities. Must be capable of ensuring that various streams of data are kept organized and interpretable

### **Preferred qualifications**

- Practical farming experience
  - Familiarity with Google Workspace
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**Compensation:** This is a full-time, salaried, exempt position with competitive benefits including paid holidays, paid time off, healthcare, a flexible schedule, and retirement match after six months. Annual compensation is negotiable: \$56,000-\$62,000, depending on skills and experience.

**How to apply:** We are committed to advancing diversity, equity, inclusion, and justice through our hiring practices. This entails reviewing application materials anonymously (without the applicant's name exposed) to help prevent potential unconscious bias. Please remove your name and email address from your cover letter and resume. Please adhere to the following protocol when submitting your application materials:

- **Step 1:** [Complete this short questionnaire.](#)
- **Step 2:** After completing the above questionnaire, you will receive an applicant ID number. This number is unique to you and your application.
- **Step 3:** Name your resume as “[Applicant ID] Resume” (e.g. 123456 Resume). Please do not include any part of your name in the file name (e.g. don't use “Doe 12345 Resume”).
- **Step 4:** Name your cover letter as “[Applicant ID] Cover Letter” (e.g. 12345 Cover Letter) Please do not include any part of your name in the file name (e.g. don't use “Doe 12345 Cover Letter”).
- **Step 5:** Upload your resume and cover letter by following the instructions you receive after completing your questionnaire in Step 1. You will also be emailed an upload link.

Reminder: None of the application materials you submit should contain your name or email address.

If you have any questions, please contact [jobs@pasafarming.org](mailto:jobs@pasafarming.org).

Initial interviews will be conducted remotely via Zoom beginning August 15, 2022. The anticipated start date for this position is early September.

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## Employee value statement

**We are passionate about effectively advancing our mission.** We value employees who:

- share our passion and can clearly communicate the value of our work to others;
- consider how we can do things smarter and more efficiently;
- anticipate and address roadblocks or other challenges;
- stay current on trends in the field;
- embrace and accommodate change; and
- continuously advance their knowledge and skills through professional development.

**We strive to create a work culture that promotes both independence and collaboration.**

We value employees who:

- are committed to fostering a connected, respectful, and responsive work environment, whether work is being conducted remotely or in person;
- exemplify honesty and integrity;
- possess excellent interpersonal skills;
- exercise good judgment and take initiative when needed; and
- can recognize when to ask others for advice, feedback, or support.

**We take pride in the quality of our work.** We value employees who:

- consider the big picture while paying close attention to accuracy and detail;
- can clearly and thoughtfully communicate in person and in writing;
- are highly organized; and
- thrive in a fast-paced, professional work environment.

**We are an equal opportunity employer** and encourage people of color; Indigenous people; LGBTQ+ people; veterans; people with disabilities; people who have been formerly incarcerated; and others who are underrepresented within the environmental nonprofit sector to apply.