

POSITIONS ANNOUNCEMENT

Soil Health Sampling Specialist

The [Soil Health Institute \(SHI\)](#), is a non-profit organization created to safeguard and enhance the vitality and productivity of soil through scientific research and advancement. The Institute brings together leaders in soil health science and the industry to conduct research and empower farmers and landowners with the knowledge to successfully adopt regenerative soil health systems that contribute economic and environmental benefits to agriculture and society. SHI has a dynamic team of scientists and educators working together to assess and promote soil health practices on U.S. farms, and we need help with soil sampling, recording management data, and implementing our strategy to assess soil health.

SHI is recruiting Soil Health Sampling Specialists to assist with the soil health measurement program of our U.S. Regenerative Cotton and Soil Health Benchmarks initiative. The Sampling Specialists will work for SHI as hourly employees for a minimum of 9 weeks, with possible extension based on satisfactory performance and sampling needs. Part-time hourly remote work to prepare for the sampling season will begin Sept 11, 2025, from the employee's home office, and full-time hourly work collecting soil samples in California will begin Sept 17, 2025, with a tentative end date of Nov 15, 2025. Candidates in and around California are highly encouraged to apply, but candidates in other locations will be considered.

Desired qualifications:

- Education: Bachelor's or master's degree in soil science, agronomy, natural resource management, or a related field. Candidates with a bachelor's degree in one of these disciplines should have field-based experience to be considered.
- Knowledge of soil formation and soil-landscape relationships is highly desired (e.g., soil mapping or collegiate soil judging experience).
- Enthusiasm for meeting agricultural managers/farmers and to learn about soil landscapes and row crop management practices.
- Ability to be a good team player who thrives in a team environment, follows instructions, and asks questions if things are unclear.
- Ability to characterize basic soil morphology in the field.
- Understanding of agricultural management practices.
- Ability to lift and carry 35 lbs. through agricultural fields and dense vegetation.
- Ability to complete physically demanding work in adverse environmental conditions, including intense summer heat and humidity.
- Organizational skills and attention to detail.
- Valid driver's license.
- Applicants must be authorized to work for any employer in the United States.

Responsibilities include but are not limited to:

- Continuous travel for nine weeks to conduct soil sampling across regions of Arkansas. Flying to and from the sampling region may be required depending on sampler's home location.
- Assessing suitability of sampling locations regarding project sampling design (i.e., fit within priority soil health groups and management systems) using maps and in-field assessments.



- Recording and managing metadata on soil samples and site characteristics.
- Collecting soil samples for soil health analyses using slide hammers, core samplers, and push probes/augers.
- Communicating with land managers about timing of sampling and site access.
- Communicating with land managers about their field management practices and organizing the collected data into a clear, usable format for project deliverables.
- Shipping soil samples to laboratory for analysis.

Compensation:

Sampling Specialists will be paid at a rate of \$25.00 per hour, with overtime determined by local, state, and/or federal guidelines. Payments will be remitted biweekly. Work during soil sampling (Sept 17 - Nov 15, 2025) is estimated to average 55 hours per week, with weekend work contingent on personnel availability, site accessibility, and weather conditions. Upon mutual agreement, the position end date may be extended to ensure the completion of sampling.

The sampling team will be provided with a rental car to travel to and from sampling sites. Gas, lodging, and food consumed when traveling will be reimbursed by SHI. Soil sampling equipment, sampling consumables, packaging and shipping costs will be covered by SHI.

To Apply:

Email a cover letter, resume/C.V., copy of college transcripts (unofficial copy is okay), and the contact information of two references to Helen Boniface, Field Operations Specialist, Soil Health Institute, hboniface@soilhealthinstitute.org. In the subject line of the email, please write "CA Soil Health Sampling Specialist Application." Review of applicants will begin immediately due to the quick turnaround for this position, and the start date can be flexible based on availability.