



PO Box 4, Kunia, Hawaii, 96759 || 808-622-9026 || www.agstewardshiphawaii.org

Hiring for: Conservation Specialist

Organization: Agriculture Stewardship Hawai'i

Program: Healthy Agroecosystems

Reports To: Healthy Agroecosystems Program Manager

Location: O'ahu - this position requires working in both Honolulu and Kunia (weekly) with hybrid-remote options

Employment Type: Full-Time

Salary Range: \$57-65K (Depending on experience) + Benefits

Posted: July 1, 2026

How to Apply

Please submit the following [Google Form](#) to apply. The deadline to apply is rolling; priority consideration will be given to applicants who apply by July 19, 2026.

- Resume/CV
- Cover letter
- 3 professional references

Questions? Contact Sophie Moser, sophie.moser@agstewardshiphawaii.org

About Agriculture Stewardship Hawaii

Founded in 1998, Agriculture Stewardship Hawai'i (formerly O'ahu Resource Conservation & Development Council) is a statewide nonprofit that helps Hawai'i's farmers, ranchers, and land stewards to access the funding, technical support, and conservation resources they need to build sustainable operations. We work directly with producers to improve soil health, water quality, and farm productivity through conservation practices and planning. We also help farmers navigate grant writing and loan applications. Our work carries a deep commitment to strengthening local food systems through support for small-scale agricultural producers.

Position Summary

The Conservation Specialist will be a member of the Healthy Agroecosystems program team. The primary role of the Conservation Specialist is to provide technical assistance to agricultural producers and land practitioners in O'ahu who are participating in conservation incentive projects to address natural resource concerns on their properties. This position plays a critical role in translating conservation goals into implementable, site-specific plans that balance

ecological outcomes with agricultural productivity and regulatory compliance. The Conservation Specialist will serve as a technical liaison between producers, the Natural Resource Conservation Service (NRCS), and partner agencies. The role is a good fit for those with strong in-field experience, technical planning capacity, and the ability to navigate regulatory frameworks while maintaining trust-based relationships.

The Conservation Specialist is required to work in the Natural Resources Conservation Service's (NRCS) Honolulu office 2 days/week, in Agriculture Stewardship Hawai'i's Kunia office 2 days/week, with one day remote.

Key Responsibilities

Conservation Planning and Technical Assistance

- Apply principles of soil, agricultural science, and GIS to support the conservation priorities of Hawai'i's farmers, ranchers, and conservation organizations.
- Prepare Conservation Plans for farmers and ranchers to address their natural resource concerns in accordance with the NRCS and City and County regulations.
- Collect, manage, and analyze GPS field data and integrate spatial datasets into GIS platforms, including ArcGIS, to develop conservation planning maps for clients.
- Evaluate site conditions and land use systems to recommend conservation practices and certify full implementation of conservation practices through field inspection.
- As needed, support the NRCS field office with federal program applications.
- Conduct outreach and attend community events.

Regulatory Compliance and Project Administration

- Develop and maintain knowledge of county, state and federal regulations affecting soil and water conservation and ensure procedures and reporting are in compliance.
- Familiarize yourself with federal cultural resource compliance requirements.
- Prepare required reports.

Partnership Development and Organizational Support

- Contribute to strengthening working relationships with partner organizations.
- Identify grant opportunities for organization and clients.

Training Requirements Once Hired

- Complete all required training, including Privacy and Cybersecurity training.
- Successfully obtain NRCS conservation planner certifications.

Other duties as assigned

Working Conditions:

Employees will be required to occasionally work evenings, weekends, and holidays to meet project deadlines and execute deliverables as needed.

Working outdoors in Hawai‘i weather can include high heat, humidity, rain, and sun exposure. Work may be performed at farm and agricultural venues with exposure to animals, wildlife, dust, pollen, allergens, and wet or uneven terrain. During field-based activities, employees may work in proximity to agricultural chemicals, fertilizers, pesticides, and heavy machinery. The office environment is located within an agricultural zone and surrounded by active agricultural operations, which may result in ambient exposure to similar conditions. Agriculture Stewardship Hawai‘i employees may need to occasionally lift and carry equipment, supplies, and furniture up to 30 lbs, including on uneven terrain, walk on uneven terrain, use a computer for office-based responsibilities and attend events at off-site and harder to reach farm venues. A valid driver's license is required for this role.

Qualifications

Required:

- 2+ years of agricultural, agroforestry and/or natural resource management experience in Hawai‘i.
- Certification(s) or proficiency in GIS software suites.
- 1+ year of project management experience and competency balancing multiple projects simultaneously.
- Experience with technical writing for research style reports.
- Very comfortable facilitating in front of small and large groups.
- Outstanding people skills and ability to work collaboratively with team members, partner agencies, and clients.
- Competency with Google suite and/or Microsoft 365.

Preferred:

- Bachelors or Masters in agriculture, environmental science, natural resource management, or closely related subjects.
- Experience working with diverse client groups and farmers/ranchers in Hawaii’s ag sector.
- Demonstrated knowledge of Hawai‘i’s agriculture sector, agribusiness, conservation/regenerative agriculture, and/or challenges in agriculture in the State
- Knowledge of native and canoe crops.
- Experience conducting field-based assessments, including soil, water, vegetation, or agricultural system evaluations.

Compensation & Benefits

- **Salary:** \$57-65K (Depending on experience)
- **Benefits:**
 - Healthcare
 - Paid Vacation, Paid Sick Leave, Paid Holidays (14), Hawai'i Pregnancy Leave
 - 401(k) Retirement Match after one year
 - And More!
- **Professional Development Opportunities:**
 - NRCS conservation planner certification pathways and technical training support.
 - Exposure to state/federal conservation programs (EQIP, CSP, watershed initiatives).
 - Opportunities to attend workshops, conferences, and specialized trainings
 - Mentorship in conservation planning, grant-funded project implementation, and federal compliance processes.
- **Perks:**
 - Opportunity to work with a growing nonprofit with a diverse team committed to supporting environmental conservation and Hawai'i's farmers & ranchers.
 - High degree of variety across projects, clients, and outdoor field sites rather than desk-only work.
 - Opportunity to work closely with farmers, ranchers, and land stewards carrying out impactful conservation efforts.