Pennsylvania Association of Conservation Districts (PACD)

VACANCY ANNOUNCEMENT
AGRICULTURAL CONSERVATION ENGINEER

Position Title: Agricultural Conservation Engineer
Number of Positions Available: 1
Salary Range: $76,000-100,000
Location: Remote work and travel covering Eastern Pennsylvania

Duties:

As the Conservation Engineer for the Pennsylvania Association of Conservation Districts (PACD) in the eastern part of the state, the incumbent will provide engineering assistance to the Agricultural Conservation Assistance Program (ACAP).

As a key member of the organization, this position will work with conservation districts, representatives of the state government, various county officials, NRCS, watershed organizations, and landowners. The Conservation Engineer is required to hold a Professional Engineer (PE) license and functions as a technical leader to Conservation Technicians.

From field survey data and other field information, this position will design and prepare engineering plans and specifications for engineering projects or structures, including the drawings, specifications, and cost estimates. The Engineer is also responsible for Quality Assurance and Quality Control duties to help ensure Technician's products meet the technical requirements of the ACAP program.

In addition, the Conservation Engineer will oversee construction of projects and provide verification of quantities and adherence to program requirements.

Qualifications:

Education

Candidates are required to show successful completion of a standard professional curriculum in an accredited college or university leading to bachelor's degree with major study in an appropriate field of engineering, physical science, life science, or mathematics.

Engineering Credentials

Candidates are required to show evidence of licensure as a Professional Engineer in Pennsylvania.

Knowledge, Skills and Abilities

A qualified candidate should have the following:

- Knowledge of engineering principles related to topographic surveys, soils, hydrology, hydraulics, concrete, timber, and soil construction. Explain education and experience in these subjects: stormwater control, land development, structural design, and agricultural waste management.

- Ability and skills in survey, data collection, topographic map development, CADD, and specification writing. Provide examples of your experience and equipment/software used in survey, CADD design.

- Ability to use computers for word processing, spreadsheets, presentations, and computer-aided design and drafting. Provide examples of software programs used and their application to produce products.

- Ability to communicate verbally and in writing to a variety of individuals and groups (co-workers, landowners, other government agencies). Provide examples of communication education and experience, reports, cost estimates, etc.

- Ability to effectively manage multiple projects simultaneously, ensuring compliance with applicable engineering standards, conservation practice specifications, schedules, and budgets.

- Agricultural background or experience preferred.

- Ability to apply engineering principles and new technologies in order to design and provide construction quality assurance for BMPs in the ACAP program. Some construction inspection will be required for this position.

- Provide examples of design work completed, construction oversight, materials testing, etc.

- Ability to provide leadership, direction, and technical oversight to a small team of Conservation Technicians engaged in agricultural conservation planning, engineering design, construction inspection, and project implementation.

- Skilled in supervising, mentoring, and evaluating staff performance; establishing work priorities; assigning workloads; and promoting professional growth and accountability.

- Able to carry equipment up to 25 lbs.

- Candidate must possess a valid PA driver's license.

Work Schedule:
This is an at-will, full-time, temporary, year-by-year, grant-funded position. However, the program has been in existence for 24 years.

Conditions of Employment:
Work is performed indoors and outdoors, often under adverse weather conditions. The Conservation Engineer is required to drive a personal vehicle (mileage will be reimbursed). A reliable form of transportation is a must.

Salary/Benefits:
Salary commensurate with experience. Benefits include medical, dental, and vision insurance coverage, 401k retirement plan, 14 paid holidays, and accrued PTO leave. No relocation expenses will be provided.

How to Apply:
Candidates must submit a resume, evidence of licensure as a Professional Engineer in Pennsylvania, and a cover letter to PACD.

Please apply by e-mail with subject heading "Conservation Engineer- Eastern PA" to: jobs@pacd.org by 4:00 p.m. EST on November 12, 2026.