



Ontario Soil and Crop Improvement Association

1-367 Woodlawn Road West, Guelph, Ontario N1H 7K9

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www.ontariosoilcrop.org

Agricultural Advisor Liaison

Position title: Agricultural Advisor Liaison

Type: Full-Time, Fixed Term Contract

Contract Duration: Immediate start, through to March 2028

Location: 1-367 Woodlawn Road W., Guelph, Ontario

Organization: Ontario Soil and Crop Improvement Association (OSCIA)

About OSCIA

The Ontario Soil and Crop Improvement Association (OSCIA) is a unique not-for-profit farm organization with a significant presence in all agricultural areas of Ontario and across major sectors. OSCIA's mission is to facilitate responsible economic management of soil, water, air, and crops through the development and communication of innovative farming practices. The Department of Research and Knowledge Transfer supports this mission by administering applied research initiatives and sharing results with stakeholders.

OSCIA is seeking a highly motivated **Agricultural Advisor Liaison** to lead the development, delivery, and evaluation of training initiatives offered by OSCIA to Certified Crop Advisors (CCAs), Professional Agrologists (P.Ags), and other agricultural advisors. This role will play a pivotal part in the expansion phase of the On-Farm Climate Action Fund (OFCAF) and support province-wide expansion of the Farmland Health Check-Up (FHCU). The Agricultural Advisor Liaison will be responsible for developing resource materials, delivering training initiatives, engaging with stakeholders, and equipping agricultural advisors to support farmers in adopting best management practices (BMPs) that enhance sustainability, soil health, and greenhouse gas emission reduction.

Primary Duties & Responsibilities

Reporting to the Director of Research and Knowledge Transfer, while actively collaborating with colleagues across the organization, the Agricultural Advisor Liaison will be responsible for:

Training Development and Delivery:

- Develop and deliver comprehensive training programs for agricultural advisors (including CCAs, P.Ags, and other qualified or emerging professionals) on OFCAF BMPs, including nitrogen management, cover cropping, and rotational grazing.
- Develop, deliver and support promotion of comprehensive training materials for advisors interested in delivering the FHCU.
- Conduct outreach, focus groups and investigations among advisors into appropriate procedures for FHCU regional expansion, and support the integration of that feedback into an effective roll-out.
- Research and engage dynamic expert speakers for advisor-targeted events.

Stakeholder Engagement:

- Work with key organizations and advisors to assess advisor knowledge, barriers, and opportunities for engagement with OSCIA and on OSCIA-delivered programs.
- Coordinate an advisory group of agricultural professionals, advisors and knowledge mobilization specialists to guide training implementation and support continuous improvement.
- Act as a resource within OSCIA for advisor-led initiatives and maintain strong channels of communication between OSCIA and advisor networks.

Knowledge Transfer and Events:

- Organize workshops, seminars, and knowledge-sharing events to promote collaboration between advisors, farmers and industry stakeholders.
- Leverage programming resources and develop mutually beneficial partnerships to amplify existing and new training opportunities.

Program Evaluation, Tracking and Reporting:

- Implement a tracking mechanism to monitor the influence of advisors on program participation and BMP adoption.
- Collect and analyze data on advisor-led BMP adoption and its long-term impact on sustainability practices.
- Conduct investigations into advisor motivations and limitations in promoting BMP adoption.
- Work with stakeholders to benchmark the CCA International Sustainability Designation against programming objectives.
- Provide reports on program outcomes, advisor engagement, and recommendations for future initiatives to both initiative funding agencies and key stakeholders.

Qualifications

- Post-secondary degree in an agricultural or environmental field (e.g., soil science, agronomy, agricultural business).
- 2-5 years of relevant industry experience in training-delivery and resource development relevant to agricultural operations, field crops, livestock, or BMPs.
- Professional designation as a Certified Crop Advisor or Professional Agrologist is desirable.
- Expertise in production-agriculture soil health principles, best management practices, biodiversity, and/or climate science.
- Exceptional interpersonal, relationship-building, and communication skills.
- Strong organizational and time management skills with attention to detail.
- Proficiency in Microsoft Office, data visualization software, and survey-management programs.
- Bilingual (French) skills are an asset.
- Valid driver's license with access to a personal vehicle for frequent travel (mileage reimbursed).
- Proven ability to work independently and collaboratively within a team.

Behavioural Competencies

- **Adaptability:** Be flexible and dynamic in a changing work environment while maintaining effectiveness.
- **Ethical Behaviour:** Align personal behaviours with OSCIA's core values and code of conduct.

- **Relationship Development:** Build and maintain positive working relationships internally and externally.
- **Effective Communication:** Communicate clearly, precisely, and timely using appropriate tools.
- **Stakeholder Focus:** Anticipate and respond to stakeholder needs, delivering high-quality service.
- **Teamwork Development:** Collaborate effectively with others to resolve challenges and meet goals.
- **Initiative:** Assess and independently initiate tasks.
- **Decision-Making:** Evaluate situations to make clear and timely decisions.
- **Time Management:** Set priorities, develop schedules, and meet deadlines.
- **Problem-Solving:** View challenges as learning opportunities to improve future results.
- **Cultural Competence:** Work effectively with trust and inclusivity across diverse departments.
- **Foster Sustainability:** Contribute to improving rural Ontario's agricultural viability and sustainability.
- **Continuous Learning:** Engage in professional development and personal growth opportunities.

What We Offer

- A collaborative, constructive, and dynamic work environment.
- The ability to make meaningful contributions to leading-edge agricultural programming.
- Hybrid work opportunity: OSCIA staff work from our Guelph head office a minimum of two days per week and are supported in working remotely for up to three days per week.
- Progressive policies to support work-life balance and professional development.
- A competitive salary commensurate with experience.

Location: 1-367 Woodlawn Road West, Guelph, Ontario

OSCIA offers competitive compensation and is an equal opportunity employer. OSCIA offers a blended work week that allows for a minimum number of days in our Guelph office, but also the equipment and support to work remotely for a set number of days each week.

Applications will be accepted until April 27, 2025 and can be submitted to HR@ontariosoilcrop.org Thank you for your interest in this position!

ACCESSIBILITY STATEMENT (AODA IN ONTARIO)

OSCIA is committed to providing a barrier-free work environment in concert with the provincial guidelines for accessibility (Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code, Ontario Only). As such, OSCIA will make accommodations available to applicants with disabilities upon request during the recruitment process.

HUMAN RIGHTS STATEMENT

OSCIA strives to ensure that its employment practices are free from direct and indirect discrimination and is committed to upholding the human rights of those participating in the hiring process. In pursuit of this commitment, OSCIA will not condone or tolerate any acts of discrimination or harassment under any of the grounds protected under human rights legislation. This commitment extends to the hiring process and throughout the course of employment.