

## **JOB ANNOUNCEMENT – DIRECTOR OF RESEARCH**

### **Job Description**

#### **Reports to: Executive Director**

The Rodale Institute, founded by organic agriculture pioneer J.I. Rodale, is a non-profit organization dedicated to regenerative organic agriculture research and outreach to farmers, policymakers, and the general public. The Institute is based on a 333-acre farm in Kutztown, PA. Research is centered on the Farming Systems Trial®, founded in 1981, an on going comparison of organic versus conventional farming. Additional on-site projects include weed and fertility management in standard till and no-till organic vegetable and grain crop production, integrated livestock systems, biocontrol of black cutworm, long-term mycorrhizal exclusion plots, and a constructed wetlands project. Additionally, an off-site organic agriculture research and development project in South Africa is planned to begin in 2010.

The Institute seeks a PhD-level scientist with ecological, soil-focused training to direct institutional research. The position is a scientific leadership role requiring dedication to scientific process, organizational and management duties necessary to run a comprehensive research department. This is a great opportunity for the research director to build and grow a research team, which currently includes three other researchers and several seasonal field technicians.

### **Responsibilities**

- Leads and manages research staff
- Provides leadership and vision for all research projects, including development of short- and long-term research plans, deliverables, work plans and timelines
- Ensures research projects fully adhere to the mission and strategic plan of the organization
- Executes research protocols so that the investigations generate timely, reliable, and valid data that will yield meaningful contributions to knowledge or technology suitable for publication of original full-length articles in refereed journals
- Identifies and applies for grants, including directing grant writing
- Judiciously manages fiscal resources for research activities
- Solicits and incorporates input and perspective from the broader agricultural and academic communities
- Initiates and maintains research project collaborations and strong professional relationships with researchers, farmers, industry, and policymakers
- Leads the dissemination of research knowledge to farmers and other stakeholders
- Fulfills public speaking engagements to accurately, clearly and professionally present research findings and hypotheses to scientific, farmer, policy, and general public audiences
- Analyzes, interprets, and clearly and accurately communicates (both in writing and speaking) all data collected from current research projects to a variety of audiences
- Publishes peer-reviewed manuscripts annually

### **Qualifications**

- A PhD, including soil science and agroecology training
- Superb written and verbal communication skills
- Proven track record in grant writing and acquisition
- Prior experience managing research staff
- Experience managing research projects, including grant-funded projects, preferably in organic or sustainable agricultural practices with specific emphasis on long-term research projects (more than five years)
- Hands-on sustainable agricultural experience
- Experience in design and implementation of new research trials
- Experience with the use of advanced statistical software (R and/or SPSS)
- Working experience with and understanding of ArcGIS
- Extensive experience with and understanding of standard soil and crop analytical techniques
- Working knowledge and understanding of the National Organic Standards.
- Dedication to the mission of the Rodale Institute

**To apply**, please submit a: CV, cover letter, three letters of recommendation, and four most recent lead-authored papers to Rosalba Messina, Interim Executive Director at [rosalba.messina@rodaleinst.org](mailto:rosalba.messina@rodaleinst.org) by 2/5/2010.