

Scope of Work to Implement the On-Farm Efficiency Educator Position for Task Order 13, Approved by CITT March 12, 2025

Summary:

This scope of works outlines the use of CSKT-Montana Compact settlement dollars as funding for MSU Extension position to advance on-farm efficiency directives. This project is proposed for inclusion as part of the CITT's on-farm efficiency measures set forth in Appendix 3.5 (3)(a)(vii) to the CSKT-MT Compact. The Compact Implementation Technical Team (CITT) has proposed working with Montana State University (MSU) Extension to fund a full-time position focused on advancing CITT's on-farm efficiency directives. The position description, which has been reviewed by MSU Extension and CITT, is attached to this scope of work.

The On-farm Irrigation Efficiency Educator (Educator) position will reside at the MSU Flathead Extension Office in Polson, Montana. The Educator will provide technical assistance to irrigators to use irrigation water more efficiently in their operations and will interface with the Flathead Indian Irrigation Project (FIIP) to advance efforts that focus on agricultural efficiency. Task Order 13 authorizes a total not-to-exceed amount of \$400,000 for the duration of the position (5 years). Periodic reviews will evaluate the effectiveness of the Educator's outreach efforts. Pending fund availability, extension of this 5-year term will be considered based on project success.

Process:

1. The CITT will approve a task order for the execution of this work plan.
2. Upon approval of Task Order 13, the CITT will recommend to the Parties to the Compact to fund this position for an initial 5-year period with annual reviews to determine program effectiveness.
3. Upon execution of Task Order 13, a memorandum of agreement (MOA) will be entered into between CSKT and MSU Extension. This MOA will define the terms and conditions of the position, duration of prospective contract, and evaluation criteria.
4. Upon recommendation, MSU-Extension will advertise the position and will move forward with the recruitment process. CITT member(s) will be eligible to serve on the hiring committee.

Attachments:

Position Description- On-Farm Irrigation Efficiency Educator

Budget Proposal- On-Farm Irrigation Efficiency Educator

Position Information:

Located in western Montana, the Flathead Reservation is home to the Confederated Salish and Kootenai Tribes (CSKT). CSKT Headquarters and Salish Kootenai College are in Pablo which has a population of about 2,300. The Flathead Reservation comprises over 1.2 million acres of forested mountains, grasslands, and irrigated and dry crop lands. Tribal lands are rich in natural resources and are managed for a variety of uses including agriculture, wildlife, fisheries, recreation, cultural preservation, aquatic and land protection, timber, mining, and tourism.

For questions regarding this position, please contact: Dan Lucas at (406) 274-8969 or daniel.lucas@montana.edu

Working Title: MSU Extension Flathead Reservation On-Farm Irrigation Efficiency Educator

Brief Position Overview:

This position resides at the MSU Flathead Reservation Extension Office in Polson, Montana.

The primary duty for MSU Flathead Reservation Extension Faculty is to assess community needs, then develop, implement, and evaluate Extension programming to meet those needs. The main emphasis of the MSU Extension Flathead Reservation On-Farm Irrigation Efficiency Educator position will be to provide technical assistance to irrigators and producers to more effectively use irrigation water to enhance the growth of forages, pasture, and field crops. It is anticipated that the effective development and delivery of Extension programming will generate positive economic and community development impacts. This position will have a strong partnership with the Compact Implementation Technical Team (CITT), the interagency advisory committee implementing the CSKT-Montana Water Compact. The MSU Flathead Reservation Extension Office currently has two other agents working in Extension areas. One agent position works in family and consumer sciences, youth development, and community mental health. The second agent works in the areas of agriculture and horticulture. The office also houses two SNAP nutrition educators.

Faculty Tenure Track: No

Faculty Rank: Extension Agent

General Statement:

We seek individuals who work professionally and effectively with diverse individuals; foster and maintain effective interpersonal relationships; exhibit excellent written and verbal communication skills; and can contribute to the missions of Montana State University and the CITT. This position will work across the Flathead Reservation collaborating and serving indigenous and non-indigenous producers. The Flathead Reservation includes parts of Lake, Missoula, Sanders, and Flathead counties.

Position Details:

This position will collaboratively develop and implement programming focused on promoting on-farm irrigation efficiency. The intended audience is tribal and non-tribal ranchers and farmers on the Flathead Reservation, irrigation districts, the Flathead Indian Irrigation Project (FIIP), and other interested parties in the area. The successful candidate will conduct outreach efforts tailored to the size and knowledge base of the audience, with topics will ranging from types of irrigation systems to timing water application based on crop and soil type. The incumbent should be adaptable to the needs of irrigators, while promoting the overarching goal of increasing adoption of on-farm water efficiency practices.

Other responsibilities include collaboration with peers in other Extension disciplines and assistance with MSU Extension in generating positive community impacts and the delivery of Extension's mission at the local level.

Duties and Responsibilities:

1. Develop, plan, implement, instruct, facilitate, and evaluate educational programs focused on irrigation efficiency, water management and measurement, soil sciences, and crop production.
2. Collaborate with CITT for program direction and implementation.
3. Collaborate with MSU Extension faculty and staff to provide needed programs in Flathead Reservation and the surrounding area.
4. Provide leadership to local stakeholder groups in determining priority needs.
5. Engage with irrigation community by attending meetings, presenting outreach and education programming, conducting one-on-one site visits, and through creation of communication and planning materials.
6. Conduct continual needs assessments on the Reservation to inform programming efforts and priorities.
7. Investigate and communicate on-farm efficiency related funding opportunities and assistance programs to the irrigation community within the Flathead Reservation.

Required Qualifications – Experience, Education, Knowledge & Skills:

1. Bachelor's degree in agriculture, soil sciences, agronomy, natural resources, or related fields.
2. Demonstrated ability to lead groups, assess community needs, and develop, organize, plan, teach, and evaluate effective programs.
3. Demonstrated ability to work collaboratively and communicate effectively with individuals, groups, and community organizations representing a wide variety of audiences.

Preferred Qualifications – Experience, Education, Knowledge & Skills:

1. Master's degree.
2. Relevant work experience in agriculture, soil sciences, agronomy, natural resources, or related fields.
3. Demonstrated experience in planning and implementing extension, or other agricultural education and outreach efforts in formal and informal settings.
4. Demonstrated ability to facilitate groups, create consensus, and collaboratively develop constructive solutions to locally identified issues.
5. Knowledge and/or Experience working with the Flathead tribe or other native communities.

The Successful Candidate will possess excellent human relation skills; a high level of professionalism; the ability to work effectively with other staff members; evidence of good judgment; flexibility and innovation to respond to changing needs of people on the Flathead Reservation; and will be able to communicate effectively, both verbally and in writing. The successful candidate will also have a

Budget Proposal for MSU Extension Flathead Reservation On-Farm Irrigation Efficiency Educator

Position Foci and Priorities:

Primary focus is Extension outreach and education to producers, irrigators, and agency/ organizational partners on the Flathead Reservation serving local area irrigators. Duties include one-on-one education and interactions with producers, integration of technologies and education to improve water use efficiency on their properties, educational workshops and seminars offered locally, and development of materials to assist irrigators throughout the growing season.

Limited duties associated with MSU Extension faculty responsibilities; some efforts may have broader applicability for a wider statewide audience (Montguides, guest lectures or presentations to other stakeholder groups, etc).

Salary Funding Scenario: Based on five-year funding agreement.

Field Faculty Agent:

- MS or BS degree holder. May have some experience in irrigation systems and/or ag engineering, soils, agronomy systems.
- Position salary approximately \$60,000 per year (dependent of final salary negotiations with the successful candidate). Salary plus benefits would equal approximately \$85,000 annually.

Annual Contributions:

CITT Funding Salary and Benefits (80% of \$85,000.)	\$68,000.
CITT Funding for Operating Budget	\$10,000
MSU Extension Funding Salary and Benefits (20% of \$85,000.)	\$17,000.
CITT Total Contribution	\$78,000.
MSU Extension Total Contribution	\$17,000.

Office Location and Accommodations:

Primary office location at the MSU Extension Flathead Reservation Office, Polson, MT.

familiarity with multi-cultural and different socioeconomic audiences. Establish relationships and work with people of diverse backgrounds and experiences. Ultimately, the successful candidate will be relational, responsive, and reliable.

Position Special Requirements/ Additional Information:

Must possess currently or be eligible to obtain a valid State of Montana Driver's license and have an acceptable driving record (less than 12 points) or have other reliable means of transportation. Must have access to a vehicle to use for work (mileage will be reimbursed) and have minimum vehicle liability insurance. Do NOT send a copy of the driver's license.

This job description should not be construed as an exhaustive statement of duties, responsibilities, or requirements, but a general description of the job. Nothing contained herein restricts Montana State University's rights to assign or reassign duties and responsibilities to this job at any time.

Physical Demands:

Position requires frequent night and weekend work, extensive reading, frequent travel throughout the Flathead Reservation, and occasional travel throughout the State of Montana. Position also requires using a variety of teaching methods and operating a variety of demonstration and educational equipment.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without reasonable accommodations. The requirements listed above are representative of the knowledge, skill, and/or ability required.

College/Department Information:

The scholarship of Extension work at MSU is defined as, "The creation of partnerships, programs, and plans through Extension, or other community-based research, that leverage the knowledge and resources of the university and the public/private sector to enhance learning, discovery, and engagement; educate and engage citizens; strengthen communities; address locally identified issues and problems; apply and disseminate knowledge; and contribute to the public good."

Operating Budget:

\$10,000. Annual operating budget for position supplied by CITT. This amount shall be revisited at the renewal of the MOA. To request an increase to the operating budget before the expiry of the MOA, the incumbent must make a request and formal presentation to CITT, explaining the need and value of the increase in funding.

Funding Usage: (successful candidate will develop budget of operations annually)

- Mileage for travel using person vehicle for day-to-day work-related travel around Flathead Reservation; farm visits, meetings, other business-related duties.
 - o Potential to 50/50 cost-share a vehicle lease with MSU Extension Flathead Reservation Extension Office Agriculture and Natural Resources Extension Agent (Patrick Mangan) for joint program use.
- Professional development funds to travel and attend meetings, trainings, and other professional development opportunities to enhance job related knowledge and performance.
- Purchase of supplies and equipment needed for field days, one-on-one teaching opportunities, and day-to-day program operation.
- Development of additional educational and program management modules with current consultant Barry Dutton (or another consultant) to reach program goals.
- Other annual expenses as budgeted by position holder.

MSU Extension Budget Contributions:

- Office space, furnishings, and infrastructure for day-to-day work: office, phone service, internet, copy machine, presentation technology, small meeting room, general office supplies, etc.
- Computer for official use.
- Supported travel to MSU Extension meetings and trainings statewide as needed.
- Financial and collaborative support for joint programming with office Agriculture and Horticulture Agent (Patrick Mangan) to develop and deliver education and programming opportunities.

MSU Extension Flathead Reservation Office Special Grant Funding: (current 2025-2026)

- \$20,000 in available grant funds through the Northern Plains Climate Hub for programming topic on the Flathead Reservation. Program objectives identified split between on-farm irrigation efficiency and grazing management. On-Farm Efficiency Extension Agent and Agriculture and Natural Resources Extension Agent would collaboratively set goals, priorities, and budget for this allocation.