



Southern Maryland RC&D Board, Inc.
26737 Radio Station Way, Suite D
Leonardtown, Maryland 20650

JOB OPENING

ACCEPTING RESUMES THROUGH MARCH 20, 2026

POSITION TITLE: PROGRAM SUPPORT SPECIALIST (GS5-1)
SALARY: \$46,610 (BASED ON HOURLY RATE OF \$22.41/HR)
POSITION TYPE: FULL-TIME EMPLOYMENT*
LOCATION: CHARLES & ST. MARY'S COUNTIES
START DATE: IMMEDIATELY
BENEFITS: 100% employer-paid Health Insurance, Federal Holidays, Sick & Annual leave accrual, 401(k) retirement plan, and additional benefits. **

ABOUT US:

The Southern Maryland Resource Conservation and Development (RC&D) Board, Inc. is a nonprofit organization administering projects related to resource conservation, habitat restoration, forestry, agricultural preservation and wetland restoration. We were founded in 1971.

ABOUT THE POSITION:

The RC&D has entered into a Cooperative Agreement with the USDA Natural Resources Conservation Service (NRCS) to create and fund a program support specialist position to assist NRCS employees in NRCS field offices across Maryland. This position may also require some local travel to neighboring county offices. The successful applicant will be responsible for entering application and contract data for several NRCS Programs into agency specific software programs and to prepare software generated reports.

USDA's Natural Resources Conservation Service (NRCS) helps America's farmers and ranchers conserve the Nation's soil, water, air and other natural resources. We need people who want to apply their education and experience to make sure we all enjoy the benefits of productive soil, clean water, clean air, and abundant wildlife that come from a healthy environment. "Helping People Help the Land".

DUTIES AND RESPONSIBILITIES:

- Provides information to program applicants and participants, such as specific program and eligibility requirements; guidance on completion of required program application forms; and explanation of contract payment processes and requirements for program participation.
- Manages and processes conservation program applications. Analyzes problems with applications and takes corrective actions.
- Maintains contract documents in case files according to agency policy. Manages documents related to applications, contract implementation, status reviews, contract modifications, and cancellations or terminations.

(240) 577-6413

www.somdrcd.org

- Provides administrative assistance with contract modifications as developed by the field office technical staff within the agency specific software.
- The ability to communicate with landowners, farmers, and conservation planners–Assembles documentation required to process approved NRCS certified conservation payments. Provides quality assurance per agency policy and guidelines and processes payment applications within agency specific software.
- Assists with all assigned functions related to financial and program audits.
- Perform other related duties as assigned by the Supervisor.

PROFESSIONAL EXPERIENCE AND QUALIFICATIONS:

- Candidates must be High School graduates or equivalent, with at least 1 year of experience working in an office environment. Knowledge of agricultural operations and federal and state conservation programs is advantageous.
- For this position, special experience is defined as experience providing the full range of administrative, financial assistance and technical support to internal and external stakeholders on conservation program activities, which included using automated systems to process applications, payments, and contract administration letters and documents.
- Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.
- Skill in operating personal computers and related software, hardware and printing equipment in order to create and generate reports, to locate and extract electronic files, and to format information for electronic dissemination. This includes knowledge of and skill in using Microsoft software and agency specific software and web services. Candidate must be able to work independently while effectively managing multiple assignments and priorities.
- A clean criminal record verified by a standard background check with local, state and national law enforcement agencies. Security clearance is not a requirement.
- **Must possess and maintain a valid driver's license as a condition of employment.**
- **Must be willing to relocate near or commute to duty station.**
- The ability to have your salary sent to a financial institution of your choice by Direct Deposit.
- **The candidate must have U.S. citizenship.**

** This position is funded through a grant agreement with NRCS and is contingent upon continued funding.*

****Additional Benefits:** these benefits are subject to change based on contract negotiations between NRCS and RC&D. Benefits may change from year to year, both in scope and amount.

- **Travel:** a certain amount of mileage (based on the current federal mileage rate) or fuel reimbursement may be allocated. Other travel expenses like meals and lodging, as outlined in the employee handbook, are also reimbursable.
- **Training and Meetings:** a certain amount of funding may be allocated to attend training events and other meetings (ex: annual dinners and conferences). Funding may include registration fees and travel costs (per the employee handbook), depending on the amount of funding available.

- **Tuition Assistance:** a certain amount of funding per employee may be allocated for tuition reimbursement (per guidelines in the employee handbook), provided it falls within the scope of their duties and is approved by their supervisor.
- **Supplies:** a certain amount of funding may be allocated to cover supplies or materials (ex: boots or specialized tools) that are needed to perform their duties or provide a more comfortable and safe working environment (ex: masks, air purifier, cleaning wipes). Supply requests are approved on a case-by-case basis by the Director and your direct supervisor. Please send any requests for supplies to the administrative associate for approval.

FOR ADDITIONAL INFORMATION AND TO APPLY FOR THIS POSITION:

Please email Resume, Cover Letter, and 3 professional references to: somdrdcd@somdrdcd.org

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The Southern Maryland RC&D is an equal opportunity employer. All programs and services of the Southern Maryland RC&D Board are offered on a non-discriminatory basis, without regard to race, color, national origin, religion, sexual orientation, age, marital or family status, disability or political belief.