



Date: October 1<sup>st</sup>, 2023

## **About Kateri**

Kateri's mission is to unlock the potential of global rangelands as a tool to increase conservation and provide much-needed, diversified revenue streams for ranchers. Kateri is an end-to-end service provider that helps ranchers unlock carbon credits and other nature-based markets through their land. We provide ranchers with the tools, funding, and advisory they need to achieve these outcomes. Livestock are essential to our society and we believe they can be a fundamental solution to restoring our rangelands.

## **Role Description**

Achieving our mission will require translating complex topics of carbon sequestration and rotational grazing to a variety of stakeholders. We currently work with several great Ranch Advisors across the country on a contract basis, but we want to bring this knowledge and toolkit in-house. We are looking for someone who is excited about bringing positive change to rural communities through investments into regenerative agriculture.

This role will serve as a technical advisor to our ranches to help develop rotational grazing plans and ranch plans that factor in water, biodiversity, forage, ranch profitability, and other key factors. We are looking for someone who is comfortable working with ranch hands, ranch managers, and landowners to create a customized ranch plan focused on regenerative outcomes and increases soil carbon sequestration.

Our average ranch is 15,000 acres and we have customers in every state west of the Mississippi, so we are looking for someone who can work at a large scale and also has experience adapting plans to different climates and environments.

This can be a full-time or part-time role depending on the candidate and their existing responsibilities.

## **Key Duties**

- Build annual or seasonal grazing plans for a variety of ranches
- Establish proper vegetation and forage inventories based on ranch site visits
- Review and refine any grazing plans that we create through contractors
- Work with our R&D teams to help translate results from all of our data collection to ranchers
- Serve as a point of contact to answer rancher questions on best practices
- Ensure ranchers are able to execute on their grazing plans
- Help us identify the best areas to invest in ranches (perennial seeding, water infrastructure, etc.)

## **Desired Qualifications**

- 7+ years of experience developing grazing plans on large scale ranches in the US

- Knowledge of different grazing philosophies
- Full ecosystem approach that factors in biodiversity, water, and other key factors
- Ability to work across stakeholders including landowners, ranch managers, and cattlemen
- Ability to work in Google Earth, OnX, and other basic mapping tools preferred
- Experience with carbon markets is a bonus!
- Experience working with NRCS and other conservation orgs is a bonus!

**Travel**

We expect during peak season that this role will travel at least 50% of the time to support ranches and develop grazing plans in person. During off season, no travel is expected. All travel is fully covered by Kateri.

**Benefits**

The salary for this position is \$80,000-\$120,000 and a significant portion of equity in our business. Kateri also provides healthcare, dental, and other benefits. This role will have an opportunity to travel around the US and work with the largest ranches in the country.

Apply by emailing us at [hello@katericarbon.com](mailto:hello@katericarbon.com)