

**Program:** Pollinator Partnership: Bee Friendly Farming

**Position:** Bee Friendly Farming Associate

**First Application Review:** August 1, 2026

**Anticipated Start Date:** September 1, 2026 (flexible)

**Location:** Vermont (VT)

**Hours:** Full-Time (32-40 hours per week), 1-year position with potential for extension

**Pollinator Partnership (P2)** is looking for an experienced and passionate professional who possesses the skills to assist in expanding the Bee Friendly Farming program. This candidate should have extensive experience in crop production, be a detailed and team-oriented professional with the capacity to lead projects, have a strong work ethic, and be committed to the mission and values of P2. The successful candidate should be interested in pollinator conservation and natural resource management.

**About Pollinator Partnership:**

Pollinator Partnership is a not-for-profit organization whose mission is to promote the health of pollinators, critical to food and ecosystems, through conservation, education, and research. As the world's largest organization devoted exclusively to the preservation of the birds, bees, butterflies, beetles, and bats, P2 plays a key role in preserving terrestrial ecosystems, promoting agricultural productivity, and enhancing local communities through pollinator-centered work. P2 has been actively supporting the conservation and protection of pollinators throughout North America since 1996. A multifaceted approach using original science; habitat preservation and creation; policy outreach; and public education has helped us achieve our goals in pollinator conservation. For more information, visit [pollinator.org](https://pollinator.org).

**About Bee Friendly Farming:**

Bee Friendly Farming (BFF) is a program that provides guidelines for farmers and growers interested in promoting pollinator health on their lands. BFF is about making positive, incremental changes on farms to support healthy pollinators and pollinator habitat. Becoming a BFF Member or BFF Certified is affordable and simple, and focuses on on-farm restoration, including offering nutrition and habitat for pollinators and implementing integrated pest management strategies. BFF incorporates science-based, sustainable guidelines that make farms and their associated products stand out to consumers. Bee Friendly Farmers operate more than 386,000 acres of farmland, including more than 76,500 acres of pollinator habitat. Learn more at [pollinator.org/bff](https://pollinator.org/bff) and [beefriendlyfarming.org](https://beefriendlyfarming.org).

**Principal Responsibilities:**

- Act as an associate for P2's Bee Friendly Farming Program, under guidance of the Agricultural Manager
- Enroll farms in the Bee Friendly Farming program.
- Collaborate with other P2 agricultural programs.
- Provide technical assistance to farmers through the creation and execution of habitat implementation plans, working directly with landowners (local travel frequent/out of state travel sometimes necessary).
- Coordinate and work directly with key program staff, conservation stakeholders, and sponsors.
- Collaborate with federal and state agencies, such as NRCS and US Fish and Wildlife Service.

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- Ground truth and streamline BFF registration, certification, and renewal protocols, providing direct support to new and existing program participants.
- Represent P2/BFF at conferences, workshops, and meetings, giving presentations about the program with the goal of increasing landowner engagement.
- Contribute to national habitat planning and technical assistance.

## **Required Skills:**

- B.S. in Environmental Science, Horticulture, Agroecology, Agronomy, Entomology, Natural Resource Management, Ecology, or equivalent experience.
- Fieldwork experience.
- Experience working with local agricultural producers and a good understanding of farm operations.
- Ability to travel locally to farm sites (personal car required, mileage reimbursed). Valid driver's license and clean driving record.
- Good understanding of habitat restoration including plant ecology, site preparations, habitat installation, and maintenance.
- Ability to create and circulate well-articulated site-specific plans on pollinator habitat.
- Understanding of and experience with Integrated Pest Management.
- Strong planning, implementation, and multitasking skills.
- Strong computer skills, including Microsoft Word, PowerPoint, and Excel.
- Strong organizational and communication skills, including excellent verbal and written communication skills.

## **Preferred Skills:**

- Pollinator biology, conservation, and natural resource management (including native and managed bees, butterflies including monarchs, and other pollinators).
- Plant identification skills and knowledge of plant taxonomy.
- Knowledge of regulatory and conservation incentive programs, e.g. USDA Farm Bill programs
- Development, fundraising, and outreach experience
- Marketing and public relations experience
- Bilingual (Spanish, English)

**Compensation:** \$24.00 – \$26.50 per hour (\$50,000 - \$55,000 per year) depending on experience. This is a full-time position at 32-40 hours per week and a 1-year term, with the potential for extension. Compensation will be based on experience and qualifications. A full benefits package will be provided: ten paid holidays, paid time off, paid health, vision, life, and dental insurance, option to participate in a retirement program, and a flexible work environment. Local travel and expenses will be reimbursed.

**Location:** Remote employee within the state of Vermont (VT). Office not provided.

## **How to Apply:**

Interested candidates should apply via [JotForm](#) and include a resume, cover letter describing why you are a good fit for the position, and three references.

## ***Application notes:***

- Attach the resume and cover letter as one combined PDF.
- The deadline for applications is Saturday, August 1st, 2026. Applications will be reviewed



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until the position is filled.

- *An inability to follow the application instructions will result in an automatic rejection.*

**No phone calls please.**

*Pollinator Partnership is an equal opportunity employer. Pollinator Partnership offers equal employment opportunities without regard to race, color, gender, religion, age, nationality, social or ethnic origin, sexual orientation, gender identity or expression, marital status, pregnancy, disability, veteran status or any other characteristic protected by law.*