

Recruitment Posting for AWES

Position: Agroforestry Specialist
Hours/Term: 40 hours/week, Full-Time, Permanent

Location

Office is located along Fort Road, north of Edmonton. This is a hybrid position- minimally 3 days in office a week (2 days from home), with the exception being during planting seasons (where travel across central Alberta is expected).

About AWES

AWES is a growing environmental non-profit organization that provides direct assistance to landowners, municipalities, and organizations. AWES aids and partners with these groups with funding or by providing expertise on planting project design and implementation, tree health assessment, municipal policy guidance, restoration, agroforestry, bioengineering planning, sourcing plant material, and planting and maintenance of forested and transitional areas. Our planting projects extend across Alberta, and we promote community capacity building through extension services such as webinars, training and workshops. AWES is helping communities and landowners make the most of their forests, large and small.

Job Summary

The Agroforestry Specialist supports the design and delivery of community-based agroforestry initiatives across Alberta, with a focus on prairie and boreal ecosystems. This role advances sustainable agriculture, climate adaptation, and ecological restoration by working collaboratively with farmers, landowners, Indigenous communities, and partner organizations. The Specialist utilizes scientific knowledge with local land stewardship practices to develop resilient, plant-based agroforestry systems.

Key Responsibilities

- Develop, lead and support planting projects and grant programs
- Design and implement agroforestry systems suited to Alberta landscapes (e.g., shelterbelts, ecobuffers, riparian buffers, silvopasture, and alley cropping)
- Conduct site assessments considering soil health, moisture regimes, native species, and climate risks (e.g., drought, wind erosion)
- Develop planting prescriptions and work with landowners to achieve desired goals on their property
- Manage and coordinate seedling inventory, organize lifts for shipping seedlings and care of seedlings while in AWES possession- including care of nursery bed stock

- Collaborate with Indigenous communities to support land stewardship initiatives that respect Indigenous knowledge and cultural values
- Develop and deliver workshops, webinars, field demonstrations, and one-on-one technical support to farmers, landowners, the public, and participating partners
- Monitor and evaluate program outcomes
- Contribute to funding applications and reporting for grant programs (e.g., federal and provincial grants, environmental stewardship funds)
- Build partnerships with municipalities, conservation organizations, and agricultural networks
- Advocate for agroforestry through outreach, education, and policy engagement
- Assist with grounds maintenance in the form of pruning, planting, mowing and other forms of labour to support the office site.

Qualifications

Required

- Bachelor's degree in Agroforestry, Forestry, Agriculture, Environmental Science, or related field
- 2–5 years of relevant experience in agroforestry, conservation, horticulture or sustainable agriculture in Alberta
- Knowledge of prairie, boreal, or temperate agroecosystems
- Experience working with farmers, rural communities, NGOs, government, or Indigenous partners
- Strong communication and facilitation skills

Preferred

- Familiarity/experience with Canadian agricultural and environmental funding grant programs (e.g., Canadian Agricultural Partnership, On-Farm Climate Action Fund, ALUS, FRIAA, etc.)
- Experience with Avenza, Theodolite, or Google Earth
- Experience in nonprofit program delivery or community-based projects
- Any knowledge in greenhouse operations/horticultural experience

Skills & Competencies

- Native plant identification, planting knowledge and horticultural experience
- Community engagement and relationship-building
- Project coordination and adaptive management
- Strong organizational and reporting skills
- Ability to translate technical knowledge into practical, accessible guidance
- Passion for environmental sustainability and social impact

Working Conditions

- Frequent travel to rural sites across central Alberta
- Fieldwork in variable weather conditions, including early spring, summer, and late fall
- Combination of independent work and collaboration with diverse partners
- Early mornings and weekend watering of seedling stock required through warmer months
- Occasional evening or weekend work for community engagement activities throughout year

Compensation & Benefits

- Salary range: \$55,000-60,000, depending on experience
- Benefits may include Health Spending Account, and professional development support
- Hybrid position- minimum 3 days in office per week, 2 days from home

How to Apply

Please submit your resume and a cover letter outlining your experience and interest in agroforestry and community-based environmental work to admin@awes-ab.ca .