

Soil Health Specialist

About Us

Textile Exchange is a global nonprofit organization driving positive impact on climate change across the fashion and textile industry. It guides a growing community of brands, manufacturers, and farmers towards more purposeful production from the very start of the supply chain.

By 2030, its goal is to guide the industry to achieve a 45% reduction in greenhouse gas emissions within fiber and raw material production. Its focus is holistic and interconnected, accelerating the adoption of practices that improve the state of our water, soil health, and biodiversity too.

For real change to happen, everyone needs a clear path to positive impact. That's why Textile Exchange believes that approachable, step-by-step instruction paired with collective action can change the system to make preferred materials and fibers an accessible default, mobilizing leaders through attainable strategies, proven solutions, and a driven community.

At Textile Exchange, materials matter. To learn more, visit TextileExchange.org.

Working at Textile Exchange

We work remotely with a team located in 20+ countries. We are a diverse group committed to harnessing the strengths of the global textile industry to accelerate change toward climate and other key environmental goals. We work collaboratively on important environmental issues around the world by working and interacting with farming groups, processors, brands, retailers, and environmental experts in the textile and fashion industries around the world. We offer an opportunity to join a cutting-edge global environmental nonprofit and to help strengthen the impact of our organization. Each Textile Exchange employee is offered a competitive compensation package with paid time off, yearly bonus, opportunities for continuing education, and more.

Job Summary

Textile Exchange is seeking a soil health technical expert to join our team in a full-time capacity. Soil health is one of four key impact areas outlined in the Textile Exchange Climate+ strategy, which acknowledges climate impacts as the priority for the industry while also recognizing the need to address the other interdependent impact areas of biodiversity, water, and soil health.

One of Textile Exchange's priority initiatives is Regenerative Agriculture, conducting needed research and convening the industry around action projects that drive beneficial outcomes.

This is an exciting opportunity for an agronomist or soil scientist to directly engage with the global apparel, textile, and footwear industry and drive achievement of its collective sustainability goals. You will work cross-functionally in support of all of Textile Exchange's priority fiber categories (cotton & crops, animal fibers, man-made cellulose, and synthetics including biosynthetics) and key tools (standards, fiber and materials decision-making tools, and Corporate Fiber & Materials Benchmark.) You will play a key role in helping the industry align around soil health metrics, methodologies, and data collection mechanisms, including support for ongoing development and pilot testing, in partnership with the Textile Exchange Climate+ and Data & Technology teams.

You will work with both internal and external stakeholders to advise on soil health best practices and data, as applicable to key apparel, textile, and footwear agricultural systems.

Reports to: Climate+ Strategy Director

Duties and Responsibilities

- Provide technical expertise on soil health into the ongoing development and evolution of key Textile Exchange tools, including:
 - Fiber crops, grazing, and forestry components of Textile Exchange standards
 - Preferred Fiber & Materials Matrix
 - Global Fibre Impact Explorer
- Provide technical expertise and project management into the development and execution of Textile Exchange action projects and initiatives, including but not limited to:
 - Comparative assessments of existing soil health programs
 - Development of producer surveys on soil health/regenerative agriculture practices
 - Identification of soil health metrics, methodologies, and data collection approaches that are appropriate for producers (farmers/growers) and are scientifically robust
 - Site visits to monitor and evaluate soil health data collection
 - Contribute expertise to research and reports, including action project report writeups as well as Textile Exchange's general Regenerative Agriculture research agenda
 - Creation of tools and resources based on best practices and learnings
- In partnership with Climate+ Impact Data Senior Manager, lead the identification of soil health metrics (practices, outcomes, and/or impacts) and methodologies that will be aligned upon for overall industry progress reporting as well as for individual company reporting.
- Support Textile Exchange Regenerative Agriculture Action Cohort and Round Tables (Cotton & Crops, Animal Fibers [including Leather], Man-Made Cellulosics, and Biosynthetics) with technical expertise related to soil health.
- Keep up-to-date on the latest tools, best practices, and methodologies related to soil health measurements. Provide subject matter expertise into external working groups and organizations such as Soil Health Institute and Science-Based Targets for Nature that are developing industry standards for target-setting, impact measurement, and impact accounting, including emerging soil carbon measurement protocols.
- Support engagement with Textile Exchange members on the Climate+ strategy and roadmap/action plan, using member collaboration and input to identify and prioritize initiatives that will support and accelerate impact reduction efforts toward achievement of Textile Exchange's goals.

Experience and Qualifications

- Minimum 3-5 years of experience as an Agronomist, Soil Scientist, or in a related role
- Subject matter expert on soil science and regenerative and/or organic agriculture, with strong technical knowledge; experience with different agricultural production systems and different geographies is preferred

- Knowledge of climate science and an understanding of how to apply it to agricultural and textile systems is preferred
- Adept at communicating information clearly and concisely to both specialist and non-specialist end users
- Ability to balance multiple projects and to conduct appropriately focused and communicated research
- Attention to detail
- Ability to collaborate effectively with internal and external partners
- Ability to work independently and collaboratively in a remote working structure

Employment Package

- Full-time, salaried position (40 hours per week)
- Work from home, virtual/remote (flexible working hours is a must due to difference in international time zones)
- Textile Exchange is currently unable to provide sponsorship for work permits. Candidates need to have existing right to work in nominated working location.
- To be filled as soon as possible (start date to be agreed between both parties)

How to Apply

Please Apply [Here](#):

1. Resume
2. Cover Letter

Applications will be considered on a rolling basis as they are submitted. Early application is strongly encouraged.