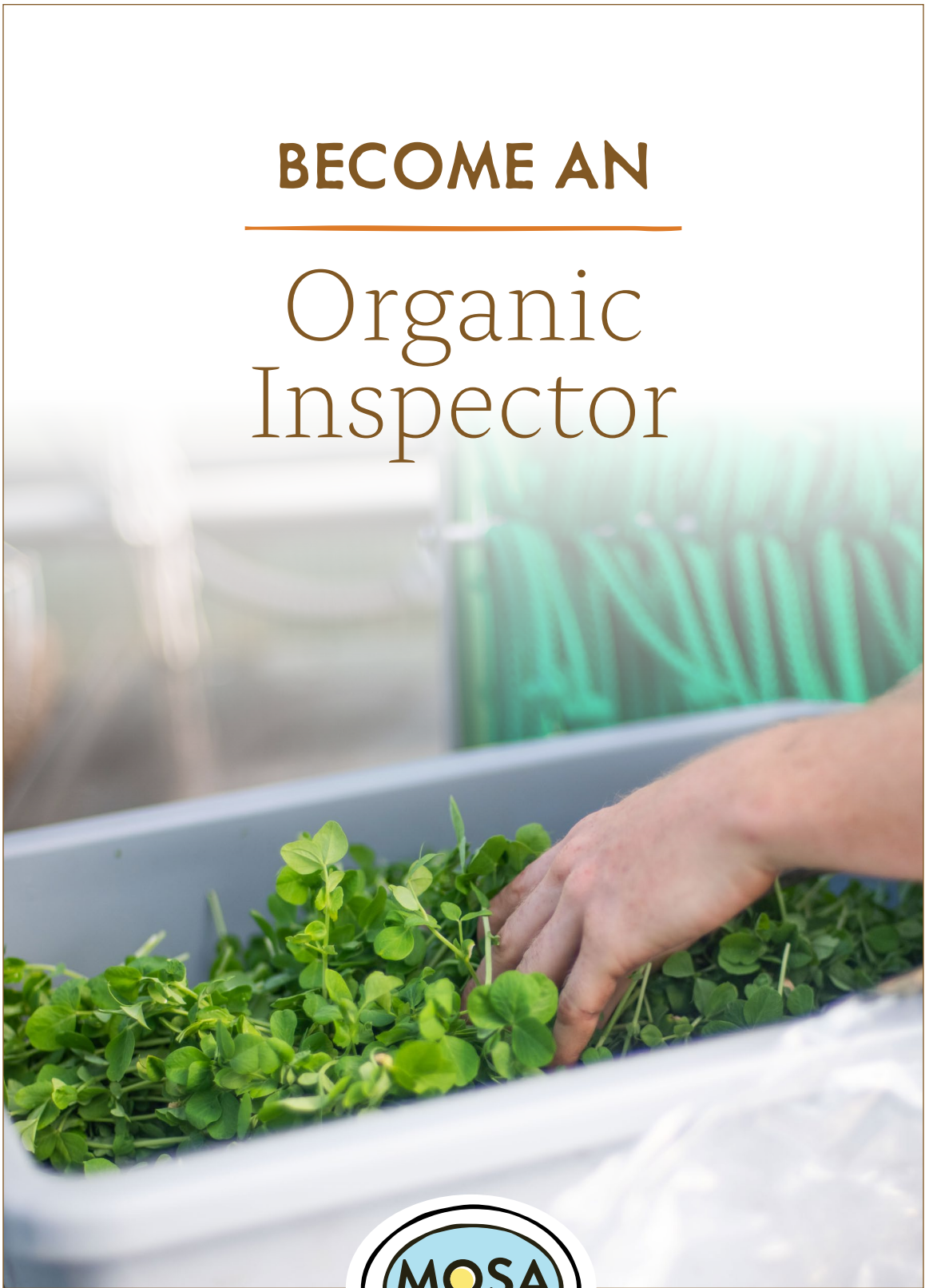


BECOME AN

Organic Inspector

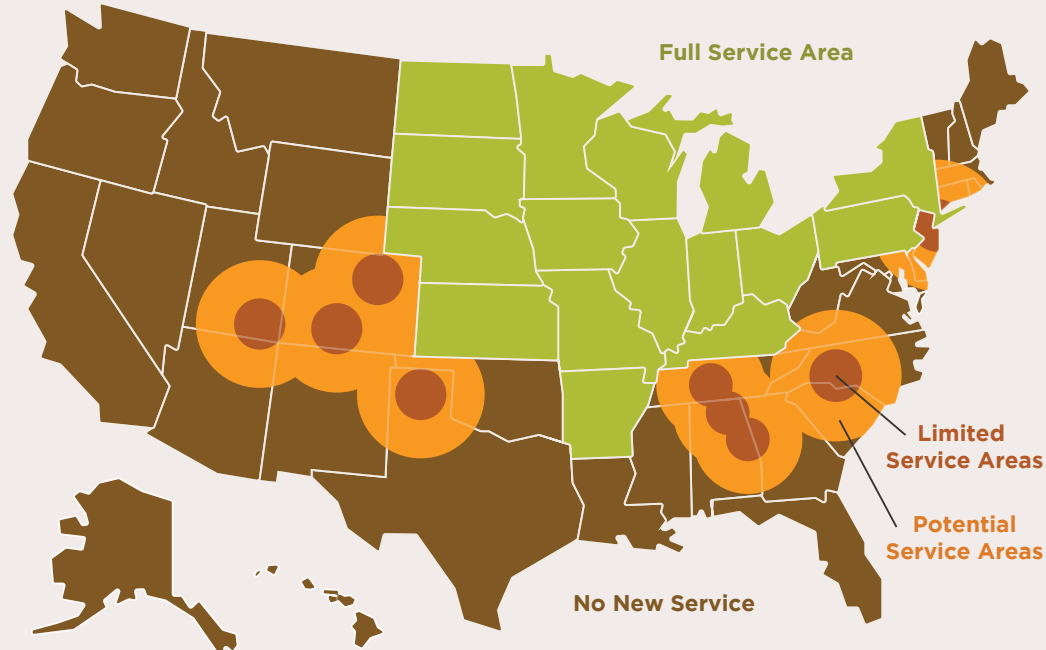


ABOUT MOSA

MOSA Certified Organic is one of the largest organic certifiers in the United States, and the largest certifier of livestock and dairy. We currently certify nearly 2000 operations, including a wide diversity of farms and hundreds of organic processors, distributors, brokers, retailers and restaurants. MOSA was founded in 1999 and was among the first agencies to be accredited by the USDA in 2002 when the National Organic Standards went into effect. MOSA is a proven leader in the development, continuous improvement, and enforcement of these standards.

MOSA works with a great team of contractor inspectors throughout our service region to conduct our clients' annual organic inspections. To meet the growing need of our industry, MOSA is looking for trained contract inspectors in our Areas of Service.

AREAS OF SERVICE



WHY AN ORGANIC INSPECTION CAREER MIGHT BE RIGHT FOR YOU

Contract inspector work is a great opportunity for those that are looking for a flexible career working with organic farmers and organic processors. Contract inspectors determine their own workload and schedules, and balance their time between on-location inspections and in-office report writing.

Contract inspection work is ideal for those with farming, food safety, and other regulatory compliance experience. Specifically, Contract Organic Inspectors verify that the process of organic production and handling by a farm or business seeking organic certification meets the requirements of the USDA National Organic Standards.

This includes inspecting fields, livestock, buildings and equipment. Inspectors also note contamination and commingling risks, verify pest management efficacy, and audit sales and production records. An organic inspector can be a farm organic inspector or a processing (handling) organic inspector, or both. Inspectors do not make certification decisions—they write a report of their on-site observations, and submit documentation that allows others to make informed decisions.



CONTRACT INSPECTOR REQUIREMENTS

MOSA requires International Organic Inspectors Association (IOIA) training or previous experience in organic inspecting for all contract inspectors. MOSA does not supply training for contract inspectors.

There are three basic training programs available through IOIA:

- Basic Crop Inspection
- Basic Livestock Inspection
- Basic Processing Inspection

Each program is offered as a stand alone training, often as a four or five day online course. Full details about the requirements, courses, and fees are available at www.ioia.net/training-institute.

Additional free and paid trainings are available through IOIA and the USDA Organic Learning Center.

APPRENTICESHIP REQUIREMENTS

Basic IOIA training, and an apprenticeship in that area of training, is required for all new inspectors. Apprentices work with experienced inspectors (mentors) to participate in and complete organic inspections and reports. Apprentices are evaluated on their participation during the course and their successful completion of inspection reports. IOIA and MOSA can assist with finding a mentor.

STAFF INSPECTORS

MOSA does hire experienced inspectors as full time salaried employees as the need arises.

Visit us online at www.mosaorganic.org/join-us/inspectors to see our current open Inspector positions.



What skills does MOSA look for in an inspector?

KNOWLEDGE Organic inspectors must have a solid understanding of organic certification and inspection processes, and know their role and limitations within them. Inspectors must know how to apply the regulations to practical situations and be able to explain applicable standards and certification procedures to the operator. Inspectors must also be proficient and current in their understanding of the specific procedures, policies and forms of each certifier they work for.

OBSERVATION Inspectors must be able to understand the 'big picture' of an operating system and to observe the details which support, or contradict, the Organic System Plan.

COMMUNICATION The ability to conduct an Informational Interview. Asking open ended questions, and asking the same question a different way and paraphrasing.

DOCUMENTATION Writing that is clear, concise and easily understood by the operator and Certification Specialist. Provide facts (not opinion), reference supporting documentation, and cite the appropriate NOP regulations and explanation of issues of concern.

LISTENING The ability to make a conscious decision to listen to and understand the speaker. To remain neutral and non-judgmental. Be patient, and allow for pauses and short periods of silence.

MATH Be able to convert from one unit of measure to another, calculate yields, calculate annual feed requirements in livestock operations, use of formulas to verify in/out balances and mass-balance audits, and use percentages to validate recipes and production reports etc.

ORGANIZATION AND TIME MANAGEMENT Inspections must be conducted with the authorized operator representative, and move from one area of operations to another in an efficient manner.

SAMPLING Sampling methods must be done according to MOSA policy. An inspector must only take samples if they have been trained and are authorized by MOSA.

EXPERIENCE Inspectors must have the specific and advanced knowledge required to evaluate a specific scope and operation type.





Does MOSA pay for my inspector training?

No, federal labor law prohibits MOSA from training you to complete work assigned per your contract with MOSA. When applying for contract work as an organic inspector with MOSA you must be fully trained, have completed apprenticeship(s), and have sufficient experience to conduct the scope and complexity of work assigned. MOSA will provide training on how to use our systems and interpretation of our policies. We can provide group and one on one support as rules change and NOP requirements are clarified.

Can inspecting for MOSA be a full-time job?

Yes, contract inspecting can be a full-time job. The National Organic Standards require that annual inspections are conducted during the production season so inspectors wanting to work throughout the winter typically complete training to the Handling scope or complete unannounced inspections.

If I am hired by MOSA, how many inspections will I be assigned to do?

MOSA requires you to complete a minimum of ten annual inspections per year. During the interview process we will discuss what you want your workload to be and will assign annual and/or additional inspections based on your capacity and desired workload.

Can I work for more than one certification agency?

Yes, as a contract inspector with MOSA we do not limit your ability to work with other agencies.

How much travel is required for an inspector?

It is MOSA's goal to match our Inspectors with clients that are no more than 100 miles away from your home base so you spend less time on the road and to reduce costs for our clients. However, there are opportunities to travel further if you desire.

What does a typical inspector make?

Inspectors negotiate their rate of pay with the certifying agency. Fees vary by inspector based on their expertise, experience and the scope being inspected.

Does MOSA provide support on Organic Policy? How do I keep up on regulations and industry issues?

Yes! MOSA hosts an annual on-line meeting to keep you current on changes to our forms, processes, issues in the organic industry, and new regulations. We also host monthly online video conferences with all our inspectors, providing a forum for you to ask questions, share experiences, tips and tricks and learn from fellow contract inspectors. Keep in mind, the National Organic Standards require working inspectors to complete ten hours of training, if inspecting to one scope and an additional five hours of annual training for each additional scope. MOSA is committed to keeping you up to date and providing the support you need to complete your assignments. MOSA's Inspection Team is available Monday through Friday via phone or email. Please contact us if you have questions or are ready to get started.





Promote Organic Integrity.

Inspect with MOSA.



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