



## **Policy Campaigns Director Washington, DC**

The National Young Farmers Coalition (Young Farmers) shifts power and changes policy to equitably resource a new generation of working farmers. We envision a just future where farming is free of racial violence, accessible to communities, oriented towards environmental well-being, and concerned with health over profit. Since our founding in 2010, we have grown our grassroots network to over 200,000 farmers and supporters and have won historic investments in beginning farmer training, outreach to farmers of color, farmland conservation, and accessible COVID relief.

The Coalition seeks a highly skilled and experienced legislative campaigner to join our leadership team as Policy Campaigns Director. This new position will lead the strategic direction and implementation of our policy campaigns for a bold and equitable transformation in agriculture.

As a member of the leadership team, the Policy Campaigns Director will participate in organization-wide decision making – advising on solutions to the complexities that arise from an evolving organization navigating times of political uncertainty – and helping to operationalize those decisions. They will manage a team of director-level staff responsible for delivering results on our [Federal Policy Platform](#) and corresponding campaigns: land, climate, immigration, USDA access & accountability, and student loans. Our campaign goals for the next three years include winning a historic investment in equitable farmland transition in the next farm bill; demanding climate solutions that are accessible to and honor the leadership of young and BIPOC farmers; holding USDA accountable to serving all farmers; showing up for immigration justice; and removing the barrier of student loan debt. The Policy Campaigns Director must hold proven experience in federal legislative advocacy and coalition building, deep and informed perspectives on agricultural policy, a demonstrated commitment to racial equity, and a record of service to challenging accepted practices and norms.

The Policy Campaigns Director will work three or more days a week from our Washington, DC office: 110 Maryland Ave, NE although remote work is possible until in-person meetings resume on Capitol Hill. Young Farmers has flexible work arrangement policies including flex time, or 1-to-1 paid time off, that is available to staff when work requires more than 40 hours in any given week.

The National Young Farmers Coalition is an equal opportunity employer and does not discriminate on the basis of race, ethnicity, age, religion, gender, marital status, sexual orientation, disability, veteran status, political orientation, or any other characteristic protected by federal, state, or local law. We strongly encourage applications from people of color, people from working class backgrounds, women, LGBTQ+ people, or those who are members of other marginalized communities. Data shows that women and BIPOC candidates more frequently do not apply to a job because they don't feel that they meet all of the qualifications listed. Our job descriptions are general overviews, not a mandatory

comprehensive list. If you feel passionate about our efforts and believe that you have the skills to accomplish the job, we want to hear from you!

<b>Primary Responsibilities</b>	<b>Description</b>	<b>Time (%)</b>
<i>Project &amp; Program Strategy</i>	<ul style="list-style-type: none"> <li>● Lead the strategy and implementation of Young Farmers' policy campaigns, and provide high-level direction to campaign directors to ensure we are pursuing bold change that is grounded in up-to-date policy analysis.</li> <li>● Work closely with our Organizing &amp; Advocacy Director, advising on our grassroots strategy to harness the power of our 50 chapters, affinity groups, and at-large members to achieve our policy goals.</li> <li>● Serve as a member of the organization's leadership team, participating in organization-wide strategy and decision-making, helping to operationalize those decisions, and driving organizational commitments to data-based and accountable decision-making.</li> </ul>	40%
<i>Staff Management</i>	<ul style="list-style-type: none"> <li>● Manage the policy campaign teams to deliver results on our strategic plan's goals for policy change.</li> <li>● Provide mentorship to policy staff and create professional development opportunities according to each staff's identified career goals and interests.</li> <li>● Practice and model organizational values and guiding principles in alignment with the strategic plan</li> <li>● With guidance from the Chief of Staff, lead policy campaign goal-setting, tracking, and evaluation to continually measure and improve our impact.</li> <li>● In collaboration with the management team, support our full staff's understanding and comfortability with federal policy: how to engage in federal policy work and why it matters.</li> </ul>	30%
<i>Stakeholder Engagement</i>	<ul style="list-style-type: none"> <li>● Identify, develop, and maintain relationships with representatives from all branches of the Federal government, advocating for our campaign goals and cultivating our strategic vision.</li> <li>● Serve as an organizational spokesperson to the press and collaborate with the Communications Director to develop communications strategies for campaigns.</li> <li>● Build and participate in multi-racial coalitions to move forward shared policy priorities.</li> <li>● Develop deep and collaborative partnerships with BIPOC-led organizations and demonstrate commitment to resource-sharing.</li> </ul>	15%

<i>Development</i>	<ul style="list-style-type: none"> <li>Collaborate with the Development team to inform and steward donors who support or may support the Coalition’s federal policy work.</li> </ul>	10%
<i>Budget Management</i>	<ul style="list-style-type: none"> <li>Develop annual budget for policy campaigns team; hold responsibility for changes to budget, make informed long-term decisions for the campaigns based on budget.</li> <li>Drive adoption of organizational financial processes across the policy campaigns team.</li> </ul>	5%

**Attributes**

The ideal candidate will demonstrate the following attributes:

- **Skilled advocate:** They are a highly skilled and experienced advocate with deep and informed perspectives on agricultural policy and a proven track record of winning champions and delivering federal policy victories.
- **Creative and strategic thinker:** They act with imagination and purpose in service of a brighter and more just future for agriculture. They can communicate complex ideas simply and can use communications powerfully; they are able to plan long-term strategies and know how to improvise when a moment demands adaptation.
- **Curious and attuned:** They are curious and constantly seeking out new ideas and perspectives to inform their work, drawing on new approaches from other movements. They are attuned to political and societal movements and power structures, and have a solid understanding of power dynamics in D.C.
- **Operating with a sophisticated racial equity analysis:** They are committed to building power for those most marginalized from policy processes. They are actively engaged in conversations and actions that further racial equity and liberation. They establish processes to ensure accountability to the communities they serve and represent.
- **Team Leader:** Competent in managing for equity & inclusion; builds a team of high-performing staff members; structures jobs so that staff members are best supported to leverage their talents and succeed; develops and motivates staff members to excel in new leadership opportunities; creates opportunities for staff to learn and support each other; and acts from the perspective of an organizational leader.
- **Highly organized** and focused with superior follow-through and attention to detail.

**Preferred Experience:**

- 5-10+ years of relevant experience
- Deep knowledge of and experience advocating within federal agricultural policy
- Experience directing multiple legislative campaigns
- Experience managing diverse teams to achieve results
- Experience participating and or leading coalition work, particularly in building relationships of trust with BIPOC-led partner organizations

*The ideal candidate may also have:*

- Direct experience with Farm Bill drafting, negotiations and / or implementation

- Experience working for a Member of Congress or a Congressional committee
- Experience writing legislation and managing legislative processes, with knowledge of parliamentary procedures
- Experience working with or for the USDA
- Experience working on a farm or ranch and/or be rooted in an agricultural community
- Experience with grassroots organizing and/or digital campaigning

### **Schedule and Compensation**

- Full-time schedule, typically 9am-5pm Monday through Friday. Flex time, or 1-to-1 paid time off, is available to staff when work requires more than 40 hours in any given week.
- Our salaries are determined by our annually revised compensation guidelines. The salary range for this role is currently estimated at least \$90,000 and up to \$110,000, and will be confirmed by our soon to be completed 2022 guidelines.
- Young Farmers offers a competitive benefits package, including health and dental insurance, retirement matching, generous paid time off, paid family leave, and sabbatical policy.

### **How to apply**

Please follow the directions in the job posting at [www.youngfarmers.org/about/jobs](http://www.youngfarmers.org/about/jobs). You can also send an email to [jobs@youngfarmers.org](mailto:jobs@youngfarmers.org) with “Policy Campaigns Director” in the subject title and include a PDF of your cover letter and resume.