NATIONAL YOUNG FARMERS COALITION

POSITION DESCRIPTION & CANDIDATE PROFILE:

(CO-)EXECUTIVE DIRECTOR
(CO-)EXECUTIVE DIRECTOR

THIS POSTING REFLECTS THE FULL SCOPE OF WORK INVOLVED IN LEADING THIS ORGANIZATION. WE ARE OPEN TO THIS ROLE BEING STRUCTURED AS A SINGLE EXECUTIVE DIRECTOR OR (CO-)EXECUTIVE DIRECTORSHIP BASED ON THE EXPERIENCE AND VISION OF THE FINAL CANDIDATE(S). CANDIDATES ARE WELCOME TO APPLY JOINTLY OR INDIVIDUALLY.

The National Young Farmers Coalition (Young Farmers) represents, mobilizes, and engages young farmers to ensure their success. Since our founding in 2010, we have grown our grassroots network to over 200,000 individuals and partner organizations. We give young farmers tools to become leaders in their communities, building an effective political voice at the local, state, and national level. Together, we tackle the most critical structural and economic barriers that prevent motivated young people from starting and growing successful farm businesses—including access to affordable farmland, student debt, climate change, healthcare, racial inequities, and more. We have won historic investments in beginning farmer training, outreach to farmers of color, and farmland access. Land advocacy led by our coalition and partner organizations resulted in the recent $300 million USDA grant program to assist under-resourced producers in accessing farmland and markets.

The National Young Farmers Coalition seeks an Executive Director or two Co-Executive Directors (Co-EDs) to uphold and amplify the mission and vision of Young Farmers, apply the guiding principles and organizational values in all decisions, and administer accountability for implementation of the strategic plan. The primary functions of the Co-EDs include being the main spokesperson/people for the organization and representative to our network, media, and funders; centering the unique needs and experiences of farmers; guiding and working through the Leadership Team of Directors, leaning into their expertise; and upholding an intentional and flexible culture that sustains the capacity needed to serve our members and community. This is a full-time, remote position.
Responsibilities

Leadership & Management
• Serve as a collaborative leader on equitable, transformative and anti-racist practices within our organization in alignment with the 5-Year Strategic Plan
• Support Board decision-making on strategy, finances, and board composition
• Co-create and model shared leadership principles alongside the Leadership Team of Directors to ensure strategic objectives are met
• Facilitate and contribute to leadership team and staff professional development

Strategy, Policy, & Organizing
• Provide direction and feedback on campaigning, organizing, and policy work ensuring alignment with our Strategic Plan
• Center collaboration, equity and justice in the leadership and development of organizing strategy for policy change
• Translate strategy into action for relevant direct service programs

Communications
• Listen to, understand and amplify the voices of diverse and marginalized communities within the food and agriculture space to inform bold, effective, and collaborative decision making
• Serve as a knowledgeable spokesperson and strategic communicator for the organization, capable of crafting, editing and conveying messages aligned with our mission, vision, and guiding principles that build visibility and support for Young Farmers work, and ultimately bring us close to realizing our goals and vision
• Enthusiastically and courageously participate in thought partnership that navigates challenging conversations and government structures to shift thinking that grows our movement overall and generates buy-in to support Young Farmers’ priority platforms
• Sustain an effective communications strategy that enhances partnerships and grows grassroots network

Fiscal Management & Development
• Oversee the organizational budget and finances in partnership with the Finance Director
• Facilitate due diligence by the Board by sharing regular and timely reports and core updates.
• Support and uphold a culture of shared budgetary decision-making and financial management by the Leadership Team and Staff
• Act as a key point of contact with public and private donors and funders, manage relationships and lead funding campaigns to sustain this organizational growth phase and fulfill Strategic Plan
QUALIFICATIONS

THIS COULD BE THE RIGHT POSITION FOR YOU IF YOU ARE:

• Able to demonstrate a commitment to shared leadership and experience successfully sharing power and decision making, and fostering a culture of transparency among staff

• Able to provide thought leadership in the fields of farming, agriculture and food systems

• A compelling and engaging spokesperson experienced with public speaking and press relations

• Experienced in developing and advancing policy strategy, advocacy campaigns and/or organizing, especially within farming, agriculture and food systems

• An effective fundraiser and fiscal manager

• Experienced working as, or with, farmers and farmworkers who are most impacted by current and historical oppression

• Experienced in amplifying the voices of marginalized identities and audiences

• Familiar with Board management, engagement, and development

• Excellent at managing teams in a remote work environment, preferably within a national organization

• Proficient in more than one language, with a preference for Spanish

• Able to travel to D.C. and other locations as needed

This posting reflects the full scope of work involved in leading this organization. We are open to this role being structured as a single executive director or (co-)executive directorship based on the experience and vision of the final candidate(s). Candidates are welcome to apply jointly or individually.
SCHEDULE & COMPENSATION

• Regular full-time non-exempt employee working at least 37.5 hours per week.

• The minimum salary for this role is $130,000.

• Young Farmers offers a competitive benefits package, health, vision and dental insurance, generous paid time off, paid sick days, personal days, paid family leave, and retirement matching.

HOW TO APPLY

Use this link to apply and submit your resume, several short answer responses, and other optional information. A cover letter is not required. The priority deadline for applying is October 21, 2022 with resumes being accepted until the position is filled. Candidates are welcome to apply jointly or individually. If applying jointly, please note the name of your co-applicant in your application. For questions about this position, please email jobs@nrgconsultinggroup.org.