

Farm Program Director

Job Announcement

May 2024



Job Title: Farm Program Director

Status: Full Time, Exempt

Reports To: Executive Director

Location: Tilth Alliance's Main Office in Wallingford, Seattle

About Tilth Alliance

Tilth Alliance works in community with Washington farmers, gardeners and eaters to build a sustainable, healthy and equitable food future. Through our work we endeavor to promote and support the adoption of organic, regenerative, sustainable growing practices by farmers and gardeners throughout Washington; to make the food produced by these farmers and gardeners more accessible; and to inspire people to enjoy growing, cooking, and eating food that is both good for them, for their communities, and for the environment. The primary strategies we employ in this effort are advocacy, education and collaboration. Equity, inclusion and the promotion of a culture of anti-oppression are important outcomes expected of all the work we do.

Position Description

Tilth Alliance has been investing in its Farm Program over the past three years to reach more farmers and have increased impact. Tilth Alliance's Farm Program provides services across the state in support of farmers who strive to implement organic, sustainable, and regenerative farming practices. The Director of the Farm Program is passionate about expanding the farm program's engagement with our farming community and oversees and participates in all Farm Program activities including Farm Walks, the annual Tilth Conference, the Washington Sustainable and Organic Farming Fund grant program, the Eat Local First Collaborative and the Coalition for Organic and Regenerative Agriculture. The Farm Program Director and the Farm Program team works with a diverse group of farmers, staff, partners, and stakeholders to assess needs, and develop programming that is relevant, accessible, and impactful across a diversity of types and scales of production, cultural backgrounds, and experience levels. The 2024 Farm Program budget is \$1.16 million, the largest it has ever been and expected to grow. The new Farm Program Director will have an exciting opportunity to continue to grow and develop the farm program in new and impactful ways.

Job Responsibilities

- Oversee a portfolio of projects and programs focused on farmers across the state

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Tilth Alliance works in community with Washington farmers, gardeners and eaters to build a sustainable, healthy and equitable food future. Learn more: tilthalliance.org

- Supervise Farm Program staff, and lead program development and delivery
- Develop and manage the annual Farm Program budget
- Help develop and support efforts to advocate for agricultural programs and policies that benefit the organic and sustainable farming community
- Manage grants and/or contracts including workflow and timeline management, budgeting, and reporting
- Work closely with the Farm Program team and other staff, stakeholders and partners to carry out existing projects and inform development of new programming
- Cultivate and support a collaborative, egalitarian culture of teamwork that respects and values the contributions of each team member.
- Contribute to fundraising and the preparation of proposals for grants and other funding sources
- Represent Tilth Alliance at meetings and events with the agricultural community
- Other related duties as assigned

Desired Qualifications and Attributes

- Familiarity/experience with agricultural production practices and/or farm business management
- Familiarity/experience with Washington's agricultural sector
- Familiarity/experience with WSDA and USDA programs in general
- Knowledge, understanding of, and a passion for organic and sustainable agriculture
- Experience in project, grant, budget and personnel management
- Grant writing experience
- Excellent written and oral communication skills
- Experience with community outreach and developing community programming
- Attentive to detail while seeing the big picture
- Self-directed with ability to complete tasks with minimal day-to-day supervision
- Strong interpersonal skills
- Ability to travel for meetings and events

Benefits & Compensation

This is a full time (40 hours/week) non-exempt position that requires occasional evening and weekend work. It is eligible for benefits including medical, dental, employee-funded Flexible Spending Account, 401k, paid vacation, sick and holiday time.

\$65,000-\$70,000 depending on experience.

In line with our commitment to equity practices, the salary for this position has been carefully determined to reflect market standards and internal equity considerations. We value the skills and expertise that each candidate brings to the table, and we believe that our non-negotiable salary approach fosters a level playing field for all applicants. This practice aligns with our core values of transparency and fairness.

To Apply

No phone calls please. Submit a letter of interest and resume outlining 1) your experience with the qualifications listed above and 2) why you are interested in this position. Email all materials to HR@tilthalliance.org with the subject "Farm Program Director."

This position is open until filled.

The job description does not constitute a written or implied contract of employment. Tilth Alliance reserves the right to revise or change job duties and responsibilities as the need arises. Requirements are representative of minimum levels of knowledge, skill and experience required.

Tilth Alliance is proud to be an equal opportunity workplace dedicated to cultivating a diverse and inclusive work environment. We believe that diversity is essential to achieving our mission. Tilth Alliance is an equal opportunity employer and will not discriminate against any employee or applicant on the basis of age, color, disability, gender, national origin, race, religion, sexual orientation, veteran status, or any classification protected by federal, state, or local law. Women, people of color, and individuals from under-represented communities are strongly encouraged to apply.