Executive Director

Job Announcement

October 2026

Job Title: Executive Director
Reports To: Board of Directors
Location: Seattle, WA.
Employment Type: Full-time, Exempt

About Tilth Alliance

Tilth Alliance works in community with Washington farmers, gardeners and eaters to build a sustainable, healthy and equitable food future. We promote the adoption of organic and regenerative production practices by Washington farmers and gardeners, seek to make locally grown food more accessible, and inspire people to enjoy growing, cooking and eating food that is good for them, their communities and the environment. The primary strategies we employ in this effort are advocacy, education and collaboration. Equity and inclusion are important outcomes expected in all our work.

We are a 40+ FTE, $6M annual budget, multi-site location organization.

Job Responsibilities

The Executive Director reports directly to the Board of Directors and is responsible for strategic direction, financial sustainability, organizational health and community relations. The Executive Director works directly with the Managing Director, Program Directors, and connects with all staff in a meaningful way.

Organizational Leadership & Strategy

- Champion a culture of transparency, equity, and inclusive decision-making, modeling values-based leadership.
- Provide a clear compelling vision and strategic direction for the organization and operational leadership in concert with the Board.
- Align diverse program areas into a cohesive and effective whole to help further our mission.
- Lead implementation of the strategic plan and operational priorities.
- High-level oversight of multiple locations/work-sites.

Community Relations and Resource Development

- Cultivate and deepen relationships with community partners, local government and other agencies across the state, to support the Tilth Alliance mission of promoting an equitable and sustainable food and farming system.
- Develop strategic collaborations based on trust and credibility to advance Tilth Alliance's mission and goals.
- Serve as the chief spokesperson for Tilth Alliance and effectively communicate the vision and mission.
- Serve as a primary liaison between Board and Staff.

Program Stewardship and Organizational Effectiveness

- Foster a healthy, inclusive and equitable organizational culture.
- Ensure equitable engagement and communication across all teams.
- Ensure trust through transparency, consistency and responsiveness.
- Foster and oversee the growth of a strong leadership team, ensuring all organizational leaders are equipped with tools and practices necessary to develop and support their teams.
- Provide mentoring, professional development, and performance management of staff.
- Promote a culture of care by encouraging open communication, foster cross-functional collaboration, and ensuring team members feel valued and supported.
- Oversee the planning, implementation and evaluation of the organization's programs and services.
- Monitor program outcomes for effectiveness, financial stability and alignment with strategic priorities.

Financial Leadership and Sustainability

- Provide leadership and accountability for achieving annual fundraising goals.
- Oversee the preparation of the annual budget and implement sound financial management practices that demonstrate fiscal responsibility.
- Oversight of strategic financial reserves for organizational sustainability.
- Oversight of the Director of Development and financial Development goals.
- Partner with Staff and Board to strengthen revenue diversification.

Required Skills

- 10+ years nonprofit leadership, including direct work with a board of directors.
- Ability to cultivate a culture of inclusivity by engaging diverse individuals, cultures, and community partners.
- Comprehensive financial management, budgetary leadership experience.
- Extensive and diverse fundraising experience.
- Demonstrated ability to champion open communication, collaboration and trust.
- Strong decision-making skills in collaborative environments.Strong knowledge of effective governance practices, non-profit compliance, shared decision making and strategic planning.
- Passion for the mission and commitment to addressing food system and agriculture issues in Washington state.
- Excellent verbal and written communication skills.
- Detail oriented with strong organizational skills.
- A graduate degree in non-profit administration, business administration, public administration, agriculture or related field. Equivalent work/agriculture experience may be considered in lieu of education requirements.

Desired Experience

- Ability to balance vision with execution.
- Ability to lead through periods of complexity and uncertainty.
- Executive leadership or equivalent experience directing and mentoring staff.
- Ability to manage conflict with care.
- Proven track record of grant writing and fundraising with individual donors (including solicitation of major gifts), businesses, government entities, and foundations.
- Ability to quickly assess needs and determine action.
- Strong history of developing and implementing programs for participants from underrepresented communities and diverse racial, cultural and economic backgrounds.
- Knowledge of and demonstrated passion for food systems and agricultural sustainability.

Benefits & Compensation

This is a full-time (40 hours/week) non-exempt position that requires occasional evening and weekend work. It is eligible for our benefits package that includes medical (75-80% employer paid), dental (95% employer paid), employee-funded Flexible Spending Account, 401k with employer match most years, 10 flexible holidays (employee-chosen), 10 sick days per year, 3 weeks paid vacation in years 1 and 2, 4 weeks in years 3 and 4, and 6 weeks in years 5+, employee discounts and produce shares, no cost for Tilth Alliance classes/workshops/conference attendance, and annual professional development stipend.

Compensation is $110K-$120K per year.

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.

All submissions are reviewed by humans – there is no AI used in our hiring process.

To Apply

All applications must be submitted via Google Forms: https://forms.gle/Mj8AxnaEHyy9PTKW7

This position is open until filled with a target start date of Jan. 2027. *Resumes will be reviewed on a rolling basis beginning in Aug.*

About Our Selection Process: Our selection process consists of three rounds designed to identify the most qualified and aligned candidates:

- **Round 1:** Application submission:
  Submit your resume along with a cover letter addressing your unique experience, your leadership style, and why you are applying for this position.
- **Round 2:** A virtual interview with the hiring committee, consisting of board members and staff.
- **Round 3:** Final, in-person interviews at our main office in Seattle, WA.

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 the 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.