



Northeast Organic Farming Association of Vermont

Nourishing People, Land, and Justice through Organic Agriculture



Organic Practices Program Director

(40 hours/week, salaried/exempt)

The Organic Practices Program Director reports to the NOFA-VT Director of Programs. This position works closely with the Farm Business Services, Advocacy, and Engagement teams, as well as Vermont Organic Farmers (VOF), and collaborates whenever possible with the other teams at NOFA-VT.

The position supervises the Farm Resilience Specialist and the Organic Practices & Certification Support Specialist, as well as overseeing consultants.

Who We Seek

NOFA-VT seeks a highly creative, collaborative leader to direct NOFA-VT's organic practices education team. The Director will provide oversight and direction for the organic practices technical assistance offerings of NOFA-VT, ranging from cohort-based learning models to on-farm workshops to 1:1 technical assistance and facilitating mentorship programs between farmers.

The Director will possess expertise in organic farming practices as well as experience successfully managing a team. The Director will have deep experience in providing education and technical assistance to farmers—particularly on cutting edge practices that support biodiversity, climate mitigation and adaptation, carbon sequestration, soil health, water quality goals, and beyond. They should also have a sense of openness and curiosity as to what ecological, economic, and social resilience mean to farmers across the state. Finally, having strong working knowledge of organic certification regulations to support farms in transitioning to and maintaining organic certification is important.

We seek a Director with strong interpersonal and project management skills. The position will require dexterity leading multiple projects concomitantly. The ideal candidate has grant and budget management, team leadership, and farm service provider experience.

Specific responsibilities of the position include, but are not limited to:

- Provide oversight, support, and strategic direction for NOFA-VT's educational and technical assistance offerings around organic agricultural practices.
- Collaborate with the Farm Business Services team (along with all other program teams) to provide on-farm climate resilience consultations as a component of NOFA-VT's Farm Viability planning process.
- Provide 1:1 consultation and technical service provision for farmers, advising on holistic stewardship of farmland with a focus on climate resilience, soil health, and organic practices.

PO Box 697 | 14 Pleasant Street | Richmond, VT 05477

NOFA-VT | nofavt.org | Phone: 802-434-4122 | Fax: 802- 329-3033

Vermont Organic Farmers LLC | vermontorganic.org | Phone: 802-434-3821 | Fax: 802- 329-3029



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- Oversee and support the planning implementation of workshops and other educational offerings for farmers focused on climate change adaptation and mitigation, biodiversity, soil health, water quality, and other holistic approaches to increasing resilience.
- Serve as the liaison to external partners and consultants in connecting farmers with appropriate technical assistance opportunities.
- Coordinate with external partners on educational offerings across the state; maintain active participation in the broader network to stay abreast of offerings, tools, and other resources.
- Cultivate relationships with current and new partners around the state and nation to bring new ideas around organic farming and community resilience to Vermont's farmers.
- Work closely with the VOF certification team to develop and implement an organic certification education program designed to provide resources, assistance and support to new and continuing organic producers.
- Lead the fundraising and budget management for the team with the support of the Executive, Program, and Development Directors.
- Supervise the Farm Resilience Specialist and the Organic Education Specialist, providing guidance and support while maintaining a positive team culture of collaboration and impact.
- Collaborate with the Policy Director to inform advocacy strategies related to climate and ecological resilience on farms.
- Oversee the Resilience Grants program, and help galvanize learning around the innovative practices being piloted to other farmers to learn from.

Additional Responsibilities and Organizational Expectations (applies to all NOFA-VT staff):

- Attend bi-weekly staff meetings, occasional board meetings, and annual staff retreats.
- Provide staffing support for the Winter Conference and summer on-farm events series.
- Facilitate a minimum of 2 NOFA-VT events annually and support NOFA-VT outreach at 1-2 tabling events per year.
- Program directors are expected to participate in strategy and collaborative team meetings.
- Every staff person at NOFA-VT aims to design a work plan that allows space for collaboration and support for emergent needs.

Work Schedule and Location

Our office is located in Richmond, VT, though most staff work in a hybrid format, balancing in-person work at the office or another central location, and working from home, if desired. Work is typically conducted Monday through Friday during regular business hours, with occasional weekend and evening hours. Periodic travel is required for meetings, conferences, and events. Remote work from within Vermont will be considered, though applicants must have the ability and willingness to travel to the Richmond office, or other nearby locations, weekly for in-person collaboration.

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Equal Opportunity Employer

NOFA-VT provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Qualifications

- 5-10 years experience in organic agriculture, preferably with at least 5 years experience working on farms
- Familiarity with expected impacts of climate change in Vermont and the Northeast
- Strong written and verbal communication skills
- Experience providing technical assistance or other types of support directly to farmers
- Strong project management skills and experience developing program strategy
- Strong grant writing and budget management skills
- Dynamic curiosity about what 'resilience' means
- Prior training on justice, equity, diversity, and inclusion frameworks preferred
- Experience with certified organic farming models preferred
- Experience with supervision and team leadership

Compensation

This is a director level position, falling into NOFA-VT's program staff pay band of \$30.50 TO \$37.41/HR. NOFA-VT offers competitive benefits including healthcare coverage, the option for employees to purchase vision and dental insurance pre-tax, optional dependent care, health savings, and medical reimbursement accounts, generous paid time off, life insurance, a flexible work schedule, and an employee assistance program.

To apply for this position:

Please submit a cover letter, resume, and contact information for two references to jobs@nofavt.org. We will be accepting applications on a rolling basis until the position is filled.

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