NOFA-VT Grassroots Organizer
*(starting at 25 hours/week, salaried, exempt)*

NOFA-VT seeks a dynamic community builder, strong communicator, and relationship tender to increase farmer and member participation and leadership in support of our mission. The Grassroots Organizer reports to the NOFA-VT Policy Director. This position works closely with the Advocacy, Engagement, and Communications teams, as well as collaborating whenever possible with the other teams at NOFA-VT.

[Note: while we are aiming to start this position at 25 hours/week, we may be able to offer some flexibility in the number of hours for the right candidate.]

**Job Overview**

The Grassroots Organizer will work closely with our Advocacy, Engagement, and Communications teams and use community-based events, relationships, and communications to develop and grow solutions authentically rooted in community needs and expertise.

**Job Responsibilities**

**Leadership Development & Training**
- Identify, cultivate, and support farmer and member leaders
- Support farmer and member leaders in building key skills including storytelling, public speaking, direct advocacy and recruitment
- Develop clear roles for farmer and member leaders (e.g. serving on or leading committees, writing pieces for media or NOFA-VT newsletters, testifying in the legislature, and more)
- In collaboration with the Policy Director, develop and conduct regular organizing and campaign strategy trainings for NOFA-VT staff and leaders
- Conduct regular 1:1 meetings with farmer and member leaders

**Communications**
- Assist with regular content development in support of farmer storytelling and advocacy through social media, quarterly newsletters and media
- In collaboration with Advocacy and Communications teams, develop clear and compelling narratives and talking points informed by farmer and member leaders

**Coalition Building**
- Work closely with state level partners to support and build intersectional coalitions, bringing diverse voices together in support of climate, economic, racial and social justice
- Attend producer meetings and agricultural events throughout the state; identify themes and shared values across diverse communities to inform NOFA-VT programs and advocacy campaigns

**Campaign Coordination & Mobilization**
- Collaborate in the development of NOFA-VT's annual policy agenda
- In close collaboration with the Policy Director and Communications team, develop campaign strategy, talking points and outreach materials
- Develop action alerts and other mobilization strategies to activate NOFA-VT's farmer and member base on key issues and campaigns
- Willingness to engage in legislative advocacy as needed

**Desired Qualifications and Skills**
- Strong commitment to justice and a thriving future for Vermont agriculture
- Strong written and verbal communication skills
- Ability to effectively engage with diverse people, communities and cultures
- Excellent listener with the ability to synthesize themes from multiple interactions over time
- Some background, including direct experience, in agriculture preferred
- Training in community organizing principles and at least 2 years experience preferred

**Work Schedule and Location**
Our office is located in Richmond, VT, though most staff work in a hybrid format, balancing in-person work and collaboration at the office or another central location, and working from home, if desired. Work is typically conducted Monday through Friday during regular business hours, though this position will include some weekend and evening hours, especially in the summer months in order to attend NOFA-VT events and farmer gatherings around the state. 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, somewhat regularly for in-person collaboration.

**Compensation**
This is a staff level position, falling into NOFA-VT’s program staff pay band of $23.60 - $30.50 per hour. NOFA-VT benefits include combined time off for employees working 25 hrs/week or more. Additional benefits, including health insurance, dental insurance, vision insurance, life insurance, retirement, and an employee assistance program are available to employees working 30 or more hrs/week.

**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.

Applicants for this and all positions at NOFA-VT are encouraged to review our Statement of Intention on Social Justice prior to applying in order to understand how we view social and racial justice as central to a healed and thriving food and agricultural system.

**To apply:**
Please submit a cover letter, resume and contact information for two references to jobs@nofavt.org with “Grassroots Organizer Application” in the subject line. Application deadline: 7/28/23 for priority consideration, though the position will remain open until filled.