

Farm Aid Job Posting: Farmer Services Network Manager

Date: November 8, 2019

Overview and Organizational Summary

Farm Aid is a national, not for profit organization that works year-round to promote a vibrant, just and resilient family farm system of agriculture in America. With music as our inspiration and farmers as our heroes, we envision a transformed America in which family farmers and citizens are active partners in a thriving food system that ensures farmers a fair living, justly nourishes people and communities, protects and sustains natural resources, and secures a prosperous future for all.

Artists and Board members Willie Nelson, Neil Young and John Mellencamp organized the first Farm Aid concert in 1985 to raise awareness about the loss of family farms and to raise funds to keep farm families on the land. Dave Matthews joined the Farm Aid Board of Directors in 2001. Our annual music festival celebrates farmers, eaters and music coming together for change. Since 1985, Farm Aid has raised over \$57 million to support programs that help farmers thrive, expand the reach of the Good Food Movement, take action to change the dominant system of industrial agriculture, and promote food from family farms.

Through direct service, grant making, community building, communications, and offering opportunities to engage meaningfully, Farm Aid works to:

- **Amplify** the voice of family farmers to bring attention to the challenges they face and the benefits they bring;
- **Connect** farmers to resources and opportunity, connect farmers to eaters, and in general connect people so that they may cultivate community and power;
- **Celebrate** family farmers, good food and the culture of agriculture, in which we all can participate;
- **Empower** farmers and eaters to participate in a democratic, just and sustainable farm and food system; and
- **Invest** talent, time and money in efforts that effect positive change in the farm and food system.

Farm Aid is seeking a Farmer Services Network Manager to support its mission and goals to help farmers thrive by advancing the capacity and coordination of farm advocates and farm service providers nationwide.

Farm Aid recognizes that people gain skills through a variety of professional, personal, educational, and volunteer experiences. We encourage candidates to review the key responsibilities and qualifications below. If you believe you have not only the transferable skills necessary to fulfill the responsibilities of this role, but also a unique and valuable perspective to offer, we encourage you to apply.

Job Summary and Purpose

The Farmer Services Network Manager supports Farm Aid's mission and goals to help farmers thrive by advancing the capacity and coordination of farm advocates and farm service providers nationwide. The Farmer Services Network Manager (Network Manager) drives the development and management of Farm Aid's service provider programming, including the development of the Farm and Ranch Stress Assistance Network (FRSAN) and the farm advocate network (www.farmaid.org/advocates), a national network devoted to training, supporting and recruiting a new generation of farm advocates. The Network Manager serves as one of Farm Aid's farmer service providers, working one-on-one with farmers to address their unique resource needs through quality referrals and emotional support over the 1-800-FARM-AID hotline and farmhelp@farmaid.org email service. This position offers a key perspective in Farm Aid's assessment of the needs of farmers nationwide and the availability of services to meet those needs. Key areas of responsibility are to:

- Develop and manage Farm Aid's service provider programming, serving as a key liaison to Farm Aid's core partners on these programs.
 - Manage Farm Aid's disaster response and relief efforts.
 - Serve as one of Farm Aid's direct service providers to individual farmers through Farm Aid's hotline and farmhelp@farmaid.org email service.
 - Participate in ongoing Farm Aid activities, planning and implementation, including the annual grant program and festival functions, as the timing of the limited engagement for this project allows.
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Essential Duties and Responsibilities:

Network Strategy & Development (estimated to comprise 50% of effort)

1. Guide the development of Farm Aid's farm advocate programming, including determining short- and long-term goal-setting with Farm Aid staff and key partners; recruiting organizational partners and new advocates, engaging partner organizations and facilitating collaboration between them; and developing an advocate training program in coordination with key partners and efforts around the Farm and Ranch Stress Assistance Network.
2. Coordinate Farm Aid's scope of work for the FRSAN project by staffing the Northeast region Advisory Team calls and meetings, and full network calls and meetings; recruiting and engaging network members to provide input on network design, clearinghouse development, and training program design and implementation; and coordinating network trainings.
3. Coordinate and implement national and regional gatherings and trainings, including for Farm Aid's advocate network and the FRSAN.
4. Document and share service network development in order to track program evaluation and impact assessment, and to further refine program design and/or support fundraising efforts in coordination with Farm Aid staff.

Disaster Response (estimated to comprise 20% of effort)

1. Monitor natural disasters nationally and their impact on family farmers.
2. Monitor, assist and engage in on-the-ground farm/relief efforts as appropriate. Work with partner organizations to coordinate relief intervention and share disaster recovery resources with affected farmers.
3. Recommend activation of Family Farm Disaster Fund; coordinate with Farm Aid grantmaking, finance, communications and fundraising efforts and reporting for effective organizational outcomes and impact.

Hotline Operation (estimated to comprise 20% of effort)

1. Serve as one of Farm Aid's direct service providers to individual farmers through Farm Aid's hotline and farmhelp@farmaid.org, providing farmers with relevant information and referrals, advice and emotional support, ensuring response to inquiries within 48 hours of initial outreach.
2. Coordinate the issuing of emergency grants to farm families in crisis with Hotline Manager, grant program and other Farm Aid staff.
3. Ensure proper recordkeeping and tracking of all fielded hotline contacts, working with Hotline Manager to ensure timely data collection of demographics, services needed and referrals.
4. Monitor literature and listservs for emerging resources for farmers, with a focus on Native American, minority and socially disadvantaged farmers. Translate into quality referrals and online content.

General and Festival (estimated to comprise 10% of effort)

1. Engage in planning and implementation of annual festival programming and event functions in general, with emphasis on farmer engagement where applicable.
2. Represent Farm Aid at farm conferences, meetings, trainings and with media as needed, in order to connect with partners and drive programmatic goals forward.
3. Support annual grant program with substantial proposal reading as member of review committee.
4. Participate in staff meetings, reviews, planning retreats and other related activities in support of organizational goals.
5. Other duties as assigned.

Desired Competencies and Characteristics:

- Bachelor's degree in related field and at least 3 years of specific experience in the food and agriculture sector or the social services sector, working directly with individuals in need of support, preferably including farmers and rural communities; five years of experience preferred, and required as minimum without bachelor's degree; experience with mental health and crisis training, agricultural mediation training or other trainings critical to effective farm advocacy a plus;
- Interest and desire to serve others through direct, one-on-one engagement, and demonstrated excellence in providing supportive services;
- Excellent oral, written, and interpersonal skills, particularly in active listening, with ability to demonstrate compassion for people dealing with challenging situations and to problem solve with them; English fluency with speaking, reading and writing required. Proficiency in other languages desired but not required.
- Demonstrated ability to maintain effective working relationships with people from a diverse range of backgrounds, and sound judgment in maintaining professional boundaries and confidential information;
- Demonstrated aptitude and/or experience in program development and implementation, including program monitoring, evaluation and impact assessment;
- Demonstrated team player, with initiative and ability to work both independently and with others;
- Experience and demonstrated proficiency with data documentation and tracking, and technical proficiency with Microsoft Office required (Word and Excel), proficiency with CRM/database management system (Salesforce preferred), and/or demonstrated interest and aptitude to learn;
- Willingness and flexibility for periodic national travel as needed (less than 5% anticipated)
- A sense of humor, integrity, flexibility and an optimistic outlook.

Farm Aid is an equal opportunity employer and as such, we do not discriminate against any team member or candidate because of race, creed, color, religion, gender, sexual orientation, gender identity/expression, national origin, disability, age, genetic information, veteran status, marital status, pregnancy, or any other basis protected by law. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

Benefits: Farm Aid offers generous benefits including four weeks of vacation and 100% health insurance premium coverage, as well as an exciting work environment with smart, passionate people seeking to make change in our food and farm system.

How To Apply:

If you possess many of Farm Aid's desired characteristics and qualifications for this position and are excited about this opportunity, we'd love to hear from you!

Early applications are strongly encouraged, as applications will be considered as they are received.

- Submit your complete application to hire@farmaid.org with "Network Manager" in the subject line. Please note that applications without all requested enclosures may not be reviewed. Include the following requested enclosures:
 - a **cover letter** indicating where you learned of this opportunity and highlighting your experience and skills relevant to the position and listed qualifications
 - a **current resume**, and
 - a **writing sample or example of relevant work**.
- We will accept and consider applications as they are received and on a rolling basis, and seek to complete the hiring process as soon as possible – ideally by early 2020.
- Farm Aid will confirm receipt of your application, and will reach out directly *only* if you are being considered a candidate for the position.
- No calls please.
- Candidates invited to compete for the position may be asked to complete sample projects.
- Salary is commensurate with experience, market rate and organizational compensation framework, within a range of \$50-56K.
- This position is expected to be located in the Cambridge office.

For more information about Farm Aid, please visit www.farmaid.org