



Position Announcement

National Sustainable Agriculture Coalition (NSAC) Managing Director (or Organizational Director)

Location: Washington, D.C,

Background

The National Sustainable Agriculture Coalition NSAC, a membership-based alliance of grassroots organizations across the country that advocates for federal policy reform to advance the sustainability of agriculture, food systems, natural resources and rural communities, seeks an exceptional individual to manage the coalition, lead its foundation and other fundraising efforts, and facilitate the coalitions mission and vision.

NSAC officially commenced on January 1, 2009, after the respective governing bodies of the Sustainable Agriculture Coalition (which came into existence in the aftermath of the mid-1980s farm crisis) and the National Campaign for Sustainable Agriculture (originally created in 1994) voted to merge the two organizations. For more on our history, see <http://sustainableagriculture.net/about-us/history/>

NSAC was founded upon two shared, integrated, and equal priorities. These are:

- to support, build, develop, and engage the grassroots of sustainable agriculture for the health and vitality of the sustainable agriculture movement; and
- to research, develop, and advocate for federal policies relating to farm, food, and environmental issues, appropriations, and implementation to support and advance sustainable agriculture.

NSAC member groups have a focused agenda directed at advancing common positions to support small and mid-size family farms, protect natural resources, promote healthy rural communities, and ensure access to healthy, nutritious foods by everyone. By bringing grassroots perspectives to the table normally dominated by big business, NSAC levels the playing field and gives voice to sustainable and organic farmers. To do this work, NSAC:

- works through and with grassroots farm, food, rural, and conservation organizations that work directly with farmers;
- develops policy through participatory issue committees that involve NSAC member organizations and allies;
- provides direct representation in Washington, D.C., on behalf of its represented membership to members of Congress and federal administrative offices, such as USDA and EPA; and
- builds the power of the sustainable agriculture movement by strengthening the capacity of its member groups to promote citizen engagement in the policy process.

NSAC currently has 40 represented member groups and 55 participating member groups. Represented Members are represented directly by the NSAC staff in Washington, D.C., and make up the voting power of the Coalition, determining the Coalition's policy priorities on an annual basis. NSAC Participating Members are a very important part of Coalition membership, providing input and participating in meetings but do not have voting power within the Coalition.

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The NSAC Organizational Council governs the affairs of NSAC. Along with the NSAC Managing Director, the Organizational Council establishes the NSAC mission, oversees strategic planning and development, evaluates NSAC's effectiveness, and provides financial oversight and approval of the annual budget. The Organizational Council also provides first round approval for membership applications to NSAC. Nominated and elected by both Represented and Participating Members, members of the Organizational Council serve two-year terms and meet at least bi-monthly by phone.

The Managing/Organization Director position represents a new senior management structure for NSAC. The new structure facilitates a shared collaborative leadership with the Policy Director managing the policy agenda and the Managing/Organization Director handling all other aspects, including operations, administration and staff. The Managing/Organization Director will take the lead on fundraising with support from the Policy Director and appropriate staff. The Managing/Organization Director and Policy Director together will oversee and deploy a professional staff of 7.

The NSAC Managing Director will work with Coalition staff and members to develop the Coalition's capacity to build on our success to date. Here are a few examples of our collective achievements over the Coalition's 25-year history:

- Developed the nation's first-ever "green payments" program supporting advanced stewardship systems through the [Conservation Stewardship Program](#)
- Restored and rebuilt conservation cost-share assistance through the [Environmental Quality Incentives Program](#)
- Ensured flexible support for local innovative conservation projects through the [Cooperative Conservation Partnership Initiative](#)
- Encouraged more organic farming to advance environmental gains through [Organic Conversion Assistance](#)
- Campaigned for the removal of commodity program penalties against diversified crop rotations typical of mid-sized family farms using sustainable systems
- Developed champions for reform of federal farm subsidies so they are targeted to small and mid-size family farmers and ranchers.
- Supported innovative loans to help new farmers buy their first land through the [Beginning Farmer and Rancher Down Payment Loan Program](#)
- Expanded outreach, education and assistance for beginning and minority farmers through the [Beginning Farmer and Rancher Development Program](#)
- Aided farmers seeking higher returns and more sustainable businesses through the [Value-Added Producer Grants Program](#)
- Increased opportunities for direct marketing from small family farms to consumers through the [Farmers' Market Promotion Program](#)
- Secured financial and technical assistance for very small business start-ups through the [Rural Microentrepreneur Assistance Program](#)
- Organized opposition to and stopped federal meat label claim standards that would destroy niche markets while working to secure revised, strong pro-family farm, pro-consumer labels
- Created and steadily expanded the award-winning, keystone [Sustainable Agriculture Research and Education Program](#)

Responsibilities:

The Managing Director will be accountable to the Organizational Council, working in partnership with NSAC's Policy Director. He/she will co-lead the coalition and will have direct responsibility for the following:

Fundraising:

- Lead NSAC fundraising efforts, including the development of an annual fundraising plan to meet our annual operating budget of roughly \$1.5 million.
- Manage, plan and implement foundation fundraising strategies, outreach, relationship building, and proposal development and writing.
- Cultivate and communicate with significant donors.
- Produce grant proposals, other solicitation materials, grant reports, and other fundraising-related documents in conjunction with staff responsible for the proposed work.

Financial Management:

- Develop and adhere to annual budgets
- Analyze budget documents to ensure proper flow of the Coalition's funds.
- Work with NSAC's fiscal sponsor to fulfill legal and fiduciary responsibilities, including providing them with annual budget and fundraising information to ensure for accurate and proper accounting and financial reports.

Governance:

- Staff and facilitate the Organization Council, including overseeing Council elections.
- Oversee strategic planning and evaluation processes.

Communications/Outreach:

- Maintain an effective coalition, establishing sound working relationships and promoting active and broad participation by member groups in all areas of the organization's work.
- Write and distribute an annual report
- Provide general oversight of membership cultivation and recruitment, external communications and branding, and working with media consultants.
- Publicize the organization and ensure effective communications with various constituent groups.

Personnel Management:

- Serve as head of staff and run weekly all-staff meeting.
- In consultation with NSAC's Policy Director, be responsible for the recruitment, employment, and release of all permanent and temporary staff, as well as consultants.
- Co-manage the deployment and development of human resources with the NSAC Policy Director.
- Oversee grassroots programming managed by NSAC's Grassroots Director..
- Oversee office administration, including building lease and major purchases.

Qualifications:

As NSAC is a unique coalition within the sustainable agriculture movement, we seek an exceptional candidate to fulfill the role of Managing Director. Successful candidates will:

- Demonstrate strategic fundraising skills, including:

- Prior success in cultivating relationships with foundations and prior fundraising success for comparable issues and coalitions; and
- Superior writing skills.
- Demonstrate effective leadership skills, including:
 - Being personable, charismatic and motivating;
 - Being a team builder that fosters collaboration amongst staff and coalition members;
 - Superior public speaking, writing and overall communication skills; and
 - Excellent facilitation skills.
- Demonstrate superior management skills, including:
 - Experience and proficient knowledge with budgeting and financial management;
 - Organizational management experience, specifically in relation to non-profit work and organizations;
 - Experience with coalition structures and decision making, with strong collaboration and network building capabilities; and
 - Ability to manage multiple work tasks and goals simultaneously.
- Be familiar and have experience with sustainable agriculture, family farms, food systems, natural resources and rural communities, including the impact federal policy has on these constituencies.
- Be familiar with the federal policy landscape that impacts the Coalition's goals on these issues, as well policy advocacy tools employed to influence Congressional decision making.
- Be willing to travel and maintain a flexible work schedule. This is a demanding and unpredictable work environment. Successful candidates must be willing to work within a campaign-oriented environment.

Compensation and Benefits

Salary is on a non-profit scale and will be commensurate with experience and qualifications. NSAC offers an excellent employer-paid benefits package and a lively and collaborative work environment.

Application Process:

NSAC has hired Sheila Leahy with SAL Consulting, Inc, to manage the search. NSAC will review applications on a rolling basis and interested parties are encouraged to apply early. Applications must:

1. Include a resume;
2. Include a cover letter that speaks to how your experience meets the needs outlined above;
3. Be sent to nsacsearch@gmail.com with only *YOUR NAME* in the subject line. If you do not receive a confirmation of receipt within 24 hours of submitting your application, please contact Sheila Leahy at salcon@salcon.cnc.net.

NSAC encourages people with diverse backgrounds, experience and perspectives to apply.