



Farm Action



Farm Action Fund

Policy and Outreach Director

About Us

[Farm Action](#) and [Farm Action Fund](#) leverage research, policy development, advocacy campaigns, and political expertise to create a food and agriculture system that works for everyday people rather than a handful of powerful corporations. We are joined in our movement by farmers, ranchers, rural communities, food system workers, policymakers, advocates, and anyone who eats. We envision a fair, inclusive, and competitive food and agriculture system that respects our land, natural resources, and neighbors around the world.

Farm Action is a tax-deductible charitable 501(c)(3) organization that formed as an affiliate organization of Farm Action Fund, a political nonprofit 501(c)(4) organization. Together, our two organizations represent a seamless chain of action from research and policy development, to the adoption of the policy through legislative action by elected officials who support our vision.

The Position

The Policy and Outreach Director is a member of Farm Action and Farm Action Fund's management team and reports to the President. They are responsible for providing leadership, strategy, and direction for the organizations' policy priorities and advocacy efforts. They will maximize the organizations' presence and impact in moving the agenda at the national and state level.

The Policy and Outreach Director will lead a team of staff in strategic engagement with Congress, the Executive Branch, and diverse stakeholders in service of our agenda. The Policy and Outreach Director will work in close collaboration with senior leadership, the communications team, and other team members, and will coordinate with grassroots partner organizations across the country.

In this newly-established role, the Policy and Outreach Director will help build and manage a growing staff. The Policy and Outreach Director works for both Farm Action and Farm Action Fund. While motivated by the same core values for a just food system, Farm Action and Farm Action Fund operate independently of one another and each organization has its own board of directors.

Responsibilities

- Provide leadership, along with other staff and partner organizations, in the development and implementation of policy priorities and strategy
- Influence and partner with key stakeholders to establish state and national policy strategy aligned with Farm Action priorities
- Lead Farm Action's work to position ourselves, our partners, and our agenda strategically and powerfully within targeted states and in Washington, D.C. with stakeholders, policymakers, and influencers
- Build and lead a high-impact policy team; define objectives and processes
- Lead and conduct or commission independent research and policy analysis
- Remain informed and responsive in strategy and communication to policy developments that impact the food and farm sector and present opportunities for Farm Action to take a leadership position
- Measure the effectiveness of policy work and campaigns, identifying and executing necessary changes and define and lead change to meet objectives
- Collaborate with the communications team on the organizations' positioning across its core areas of focus, enabling them to increase stakeholder engagement through the strategic use of diverse media platforms
- Participate in coalition-building strategies at the national level and maintain key relationships with partner organizations
- Assist in developing and disseminating materials about legislative developments to national partners, policy makers, and the media
- Engage in public speaking and effective communication with co-workers, constituents, and outside agencies
- Attend conferences and other networking events relative to the organizations' mission and public policy
- Oversee and assist with the development and management of the Farm Action Local Leaders program
- Serve as media spokesperson
- Other related assignments as necessary

Note: To carry out the above responsibilities, travel will be required. Travel requirements will vary by project and assignments and are not always predictable.

Qualifications

- Experience in a leadership role at an organization representing food, farming, agriculture, or rural policy issues
- Demonstrated commitment to racial equity
- Extensive knowledge of legislative and administrative processes
- Proven leadership skills and staff management experience, including the ability to develop team performance and a genuine desire to coach and mentor
- Excellent advocacy, consensus-building, coalition-building, and leadership skills; demonstrated ability to work collegially and collaboratively with other staff and other organizations; demonstrated ability to work with groups and individuals across the political spectrum

- Exceptional communication skills, both written and oral; experience as a public spokesperson and advocate; ability to analyze and articulate policy concepts and other complex issues and to communicate them to a variety of audiences; a “quick study” on a dynamic array of issues
- A broad understanding of federal policies that pertain to the food and farming sectors and rural communities
- The ability to produce consistent, quality work in a fast-paced environment
- Ability to manage several projects simultaneously and to adjust to frequently-changing demands
- Ability to build relationships with relevant policy partners (government, think tanks, academic institutions, ally organizations, etc.)
- Experience analyzing and interpreting legislative and regulatory language
- Commitment to social change through building community capacity and power

Compensation, Hours, and Location

This is a full-time remotely-based position. Compensation is \$72,000-\$80,000, based on experience. A monthly \$300 healthcare stipend is provided. Benefits include 15 days of leave with pay per year, one Friday off per month as designated by the Executive Team, and eight days off for recognized holidays (a total of 35 paid days off per year).

Application Instructions

Please submit a cover letter, resume, and policy-related writing sample to info@farmaction.us with the subject line “Policy and Outreach Director.” Email materials in Word or PDF format only. All communications will be treated confidentially. Resume review begins immediately.

Additional Organizational Information

Farm Action and Farm Action Fund are committed to advancing diversity, equity, and inclusion, both in our work and in our workplace. We believe that celebrating and actively welcoming a diversity of voices and perspectives is essential to solving the pressing issues of today, and we encourage applications from candidates whose identities have been historically under-represented in the farm and food movement. We are an equal opportunity employer and do not discriminate in hiring or employment on the basis of race, color, religion, gender, gender identity or expression, marital status, sexual orientation, national origin, citizenship, age, disability, veteran status, or any other characteristic protected by federal, state, or local law.