

Development & Communications Director

Reports to: Executive Director

Employment Type: Full time employment; Exempt

Location: Oregon (remote / work from home)

Compensation: Starting salary \$50,000-\$58,000

depending on experience. Position requires an average of 40 hours per week. Requires the use of your own cell phone, computer, and personal vehicle (mileage reimbursed) or a rental car for longer distances (also reimbursed). Benefits include paid vacation, a \$300/month health care stipend, \$80/month technology stipend, 1% matching retirement account, and flexible work schedule.



ROGUE FARM CORPS

Rogue Farm Corps is committed to building a diverse staff and strongly encourages applications from candidates of color.

Position Description

The Development & Communications Director is responsible for managing the organization's fundraising activities and external communications. This position works closely with the Executive Director to ensure RFC's financial sustainability and collaborates with program staff to develop strategic messaging that supports a diverse and thriving next generation of farmers.

The Development and Communications Director will be a part of RFC's Directors team, a leadership team that works collaboratively through virtual and in-person meetings to determine RFC's programmatic direction and funding strategy.

This position will be RFC's lead fundraiser and fundraising strategist. Our ideal candidate is an experienced development professional who is passionate about building capacity for transformative change in our food system, and can grow with the organization.

Organization Background

Mission: *Rogue Farm Corps trains and equips the next generation of farmers and ranchers through hands-on educational programs and the preservation of farmland.*

Vision: *RFC envisions a world in which land is deeply cared for, power is equitably shared, and farms, ranches, and the people who work them flourish.*

Values:

- ★ Stewardship - protecting farmland and promoting agricultural practices that restore water, soil and biodiversity.
- ★ Mentorship - sharing knowledge and experience across generations through hands-on, experiential education and learning.
- ★ Collaboration - joining forces with partners and allies to advance shared goals and act together for a livable future.

- ★ Systemic change - addressing disparities in the food system to achieve equitable access to education, training, land, and capital, and building diverse, adaptable communities able to thrive in a changing climate.

Rogue Farm Corps (RFC) was founded in 2004 by a community of southern Oregon farmers who recognized the need for beginning farmer training and shared a commitment to mentoring the next generation. Since that time, RFC has grown to become a leader in beginning farmer and rancher education. Our Internship and Apprenticeship programs combine classroom learning with hands-on training on a network of commercial family farms. Together, these programs equip beginning farmers with the knowledge, skills and experience they need to create successful careers in agriculture. RFC teaches holistic, regenerative agricultural practices in our 3 Chapter locations across the state: the Rogue Valley, Central Oregon, and Portland Metro. Program participants also learn about food justice, the history of the US food system, and how to help build a more just, equitable, and Earth-sustaining food system.

RFC's Changing Hands Program addresses the interrelated issues of access to land, farm succession, and the threats facing Oregon's farmland. This dynamic program works in collaboration with partners to build a robust state-wide system of support for farmers and ranchers at various stages of development. Changing Hands provides technical assistance, education and training to beginning farmers seeking business development support and access to land and capital. The program also provides retiring farmers and ranchers with training and resources to help plan for the succession and transfer of their farmland and farm businesses. Through conferences and events, RFC brings these two audiences together in order to make connections, help facilitate the intergenerational transfer of farmland, and protect Oregon's agricultural land base for future generations.

Commitment to Equity, Anti-racism, and a Culture of Care

RFC is committed to engaging in an ongoing learning process around privilege, power, inequality and systems of oppression, and using our organizational power to be an agent of positive change. As a historically white led organization, RFC is working to lift up the voices and knowledge of BIPOC (Black, Indigenous, and People of Color) farmers, to become a more equitable, diverse and anti-racist organization, and to transform the field of agriculture.

Our organizational culture is highly collaborative, and the contributions and perspectives of all staff members are valued and appreciated. RFC's staff and board have a high degree of alignment in our work to center equity in agriculture, and we are constantly striving to learn, grow, and evolve as people and as an organization. We practice a culture of care and honor each other as whole people. Because everyone at RFC works remotely, our work environment also requires a high level of independence, communication, and personal accountability.

Our entire staff comes together approximately twice per year for retreats, evaluation and strategic planning. Smaller groups of staff members also come together throughout the year to host events, workshops and classes around the state.

Position Responsibilities

Development (75% ~ 30 hrs/week)

- Manage annual grants calendar
- Grant prospecting, writing and reporting
- Develop business partnerships and donor engagement strategies
- Plan fundraising campaigns in collaboration with Executive Director
- Support the Board of Directors in fundraising activities
- Event planning

Communications (25% ~10 hrs/week):

- In collaboration with staff, create and manage annual communications calendar, including facilitating the following communications projects:
 - Electronic newsletter (monthly)
 - Annual report
 - Print newsletter (1-2x/year)
 - Spring fundraising campaign
 - End of year fundraising campaign with direct mail appeal
 - Manage RFC's social media in collaboration with program staff

Required Competencies

1. Commitment to RFC's mission
2. Excellent written and verbal communicator
3. Demonstrated experience and success with grant writing and reporting
4. High level of organization and attention to detail
5. Experience writing and/or coordinating organizational communications
6. Ability to work independently and as part of a collaborative team environment
7. Understanding of and commitment to social justice, including anti-racism and principles of diversity, equity, and inclusion
8. Knowledgeable about communications and social media practices
9. Ability to use online applications including email, calendar, database, Google Drive, Google Docs, Google Sheets, Mailchimp, and social media platforms

Preferred Qualifications

1. Experience writing, reporting, and administering government grants
2. Experience creating and implementing donor engagement and business support strategies
3. Demonstrated ability to develop and operationalize strategies that have taken an organization to the next stage of growth
4. Knowledge of and/or experience with farming and food systems
5. Comfortable speaking / presenting to a group
6. Experience strategically managing social media for an organization
7. Experience with event planning

8. Bilingual English/Spanish a plus

Working Conditions

- The Development and Communications Director can expect a flexible work schedule that will include some occasional evenings and weekends. Requires an average of 40 hours/week with some fluctuation throughout the year.
- All of RFC's staff work remotely, connecting with other staff via Zoom video conferencing, email, messaging, and conference calls. A reliable internet connection and phone service are necessary (technology stipend is provided). A home office is recommended as no office is currently provided.
- Must be self-directed, excellent with time management, and have experience working independently.
- Occasional travel is required for events, meetings, and organizational retreats (travel expenses are reimbursed and costs of lodging are covered).

Application Instructions

Please apply by emailing your cover letter and resume as one PDF file to development@roguefarmcorps.org with "Development and Communications Director" in the subject line.

Please also attach one writing sample. You do not need to write anything new for this application; instead please share something you have already written (grant proposal or other). The writing sample does not need to be related to agriculture or food systems.

Deadline to apply is 5pm on Friday, June 18th.

In your cover letter please address the following questions and anything else you feel would be helpful to the hiring committee:

- 1) Why do you want this job and what would you bring to this position/organization (lived experience, values, vision)?
- 2) Please describe your experience with fundraising and communications.
- 3) Describe any experience you may have with farming or food systems work.
- 4) What does justice and/or equity in the food system mean to you? What is your experience with systems of power, privilege and oppression?

Questions about this position? Contact development@roguefarmcorps.org.

Rogue Farm Corps is an affirmative action/equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.