



## Education Director Job Posting

***Oregon Agricultural Trust (OAT) seeks a creative, passionate, and resourceful Education Director to develop and lead OAT's Education Program.***

Job responsibilities include: coordinating learning opportunities, translating the succession and easement processes to a variety of audiences, and helping farmers and ranchers navigate the network of nonprofit and for-profit services available in the state. They will also work collaboratively to fill gaps and build new programs, as needed.

### **About OAT**

[Oregon Agricultural Trust](#) (OAT) is a statewide land trust that partners with Oregon farmers and ranchers to protect agricultural lands for the benefit of Oregon's economy, communities, and landscapes. We hold agricultural easements in focal areas in Oregon, and we partner with regional leaders to:

- educate farmers, ranchers, service providers, and the public about protecting and passing on farms and ranches;
- increase the capacity of partner organizations to protect agricultural land; and
- advocate for programs and incentives that support agricultural land protection.

OAT is committed to improving its diversity and inclusiveness as a workplace. Our best work engages people who reflect the multifaceted communities we work in. Thus, we encourage applicants who would expand the diversity of lived experiences within our team. Furthermore, we encourage applicants to apply who may not possess all of the skills or experience requested but have an interest in, and ability to, learn them.

### **Position Description**

**Status:** Full-time (exempt).

**Compensation:** Starting salary \$52,000 - \$55,000 DOE for 1.0 FTE plus generous benefits

**Reports to:** Oregon Agricultural Trust's Executive Director

### **Goal 1 - Provide landowner education and support on succession planning and easements.**

- Serve as an ombudsperson to field an increasing number of calls from farmers, ranchers, fellow land trusts, and service providers and connect them to resources.
- For farmers and ranchers in our Land Protection Program, provide one-on-one guidance and follow ups to help them expand their businesses and plan for succession.
- Coordinate trainings for farmers and ranchers on easements and succession, with attention to multi-generational operations as well as non-family succession.
- Develop materials for this audience, including alternative formats like videos of successful succession stories - our Communications Director is a filmmaker.
- Build out and systematize our professional referral list.
- Collaborate with partner organizations to build out or develop new resources, as needed.



**Goal 2 - Increase the number of service providers such as attorneys, accountants, appraisers, lenders, government employees, etc. who are proficient in farm and ranch succession planning and supporting easement transactions.**

- Coordinate training events for professionals who provide services or outreach for farm succession and/or easement transactions. Presenters will include OAT Land Protection staff, attorneys, and others with whom staff have worked for a decade.
- Stay in touch with participants as possible referrals.
- Develop an educational library for these professionals.

**Goal 3 - Increase the impact of OAT's advocacy work for programs that support farm and ranch transfer and protection.**

- Support our advocacy and fundraising programs by communicating to the general public about the urgency and importance of OAT's work and how it affects all Oregonians.
- In conversations with farmers, ranchers, service providers, and peer educators, help OAT identify policy priorities and determine which advocacy opportunities are ripe.

**Goal 4 - Create opportunities for synergies with other service providers for improved impacts.**

- Participate in relevant committees of the Oregon Community Food Systems Network - 60 organizations working on food and agriculture issues including access to land.
- As needed, help organize strategy meetings for peer organizations that support farm and ranch succession and land protection.
- Help write, coordinate, and administer partnership grants for this work.

**Desired Skills & Experiences**

- Highly organized, detail-oriented, and adept at prioritizing tasks;
- Flexible, creative, self-starter;
- Maintain awareness of shifting priorities;
- Strong spoken and written communications skills;
- Excellent listening and interpersonal skills;
- Interested in and adept at working with people from diverse backgrounds;
- Valid driver's license and a vehicle that can be used for nearby business travel.

**Additional Preferred Experience**

- Understanding of agriculture in Oregon;
- Understanding of easements and/or succession planning, especially for farms and ranches;
- Understanding of Oregon's geography;
- Experienced user of Microsoft office suite.



### **Working Conditions**

OAT's staff are currently working remotely. However, in late 2022 OAT anticipates re-opening an office in Salem, OR. Ideally, all staff would be at the Salem office for 1 day per week, but may choose to work remotely the rest of the time. Regardless of office location, the Education Director would travel frequently around the state for work, especially in November - April.

### **Application**

**Open until filled.** Interviews will start by Monday, December 6 and we anticipate making an offer by Monday, December 22. Submit résumé and cover letter in one pdf to Nellie McAdams, Executive Director, via email to [hello@oregonagtrust.org](mailto:hello@oregonagtrust.org). Please refer any questions to this email address as well. No phone calls, please.

***OAT is an equal opportunity employer.***