



## Program Director

Land For Good, a New England-based organization seeks a full-time Program Director to direct all aspects of its education, consulting and investigation program activities, and to coordinate overall program strategy.

Founded in 2001, Land For Good (LFG) helps put more farmers more securely on more land in New England and beyond. LFG is a national leader on farm access, tenure and transfer. Our **Farm Seekers** Program helps beginning and established farmers access land using informed land tenure decisions, and traditional and innovative methods. Our **Farm Legacy** Program helps farmers and their families plan and navigate the farm transfer process. Our **Working Lands** Program encourages and supports non-farming landowners and communities to make land available to farmers based on informed land use decisions and sound agreements.

Each LFG program includes the following activities:

- 1) Education (events and resources)
- 2) Consulting (technical assistance to individuals, families and organizations),
- 3) Investigation (research and explore innovative approaches and models)
- 4) Advocacy (policy research, direct advocacy, engagement)

All activities involve collaboration with other educators and advisors, farmers and landowners, policy makers, organizations, agencies and community stakeholders in six New England states and nationally. State-based LFG Field Agents undertake educational, consulting and networking activities on the ground with—and far—diverse audiences in their state. Learn more at [www.landforgood.org](http://www.landforgood.org).

### Position Description

The Program Director is responsible for providing leadership and management for all education, consulting and investigation activities. Responsibilities include:

- Planning, coordinating, supervising, implementing and evaluating activities in order to advance state-specific and organization-wide strategies.
- Training and supervising LFG Field Agents in developing and implementing activities in their respective states.
- Developing and managing projects, as well as service contracts.
- Overseeing and coordinating the LFG's regional and overall program strategy in collaboration with the Executive Director and Policy Director.

### Main Areas of Responsibility

#### Program Management and Coordination

1. Conceptualize, develop and manage grant-funded, contracted and other projects, including budgeting, in collaboration with other organizations, agencies and community groups.

2. Plan, manage and coordinate all education activities: Lead the development and production of educational curriculum, tools and related materials; conduct and oversee training and other events for farmer, landowner, professional and community audiences.
3. Supervise Field Agents' implementation of activities in their respective states, in coordination with the Policy Director.
4. Work closely with the Executive Director on program monitoring and evaluation. Ensure adherence with tracking systems, oversee data collection, integrate reporting, and lead analyses to identify outcomes, impacts and program recommendations.
5. Oversee overall program planning at regional and state levels; develop and manage projects and activities as appropriate.

#### Program Development

1. Lead the development and coordinate the implementation of state strategies in collaboration with Field Agents and the Policy Director.
2. Develop and direct LFG's overall program strategy, along with the Executive Director and Policy Director, and with input from Field Agents and other staff, collaborators, key target audiences, Board, and advisors.
3. Identify, cultivate and apply for foundation, corporate and government grants, including prospecting, cultivation, proposal development, and grant management.

#### Outreach

1. Work closely with communications staff and contractors on program-related outreach and marketing.
2. Conduct outreach about LFG programs and services: identify promotional opportunities; make presentations to community and professional audiences; represent LFG networks.

#### **Priority Skills, Knowledge and Abilities**

1. *Excellent program and project management skills*, including design, planning, budgeting, coordination, and evaluation.
2. *Skills and practical experience non-formal, adult and/or popular education, including training and materials development.*
3. *Self-directed, organized, team player.* Must be extremely well-organized, proactive, patient and willing to learn and work in a team.
4. *Excellent interpersonal and networking skills.* Ability to engage with diverse audiences, convene and manage groups, and utilize public speaking, training and facilitation skills in a variety of settings to reach and engage new audiences.
5. *Leadership and supervisory experience.* Must have experience supervising staff, and coordinating teams of staff, contractors and collaborators.
6. *Writing and budgeting skills.* Proven track record in grant writing and budgeting, as well as non-technical writing for multiple audiences.
7. *Working knowledge of and/or strong interest in farming,* land use, and farmland access, tenure and transfer issues in New England or other settings.

8. *Enthusiastic and proficient in the use of technology and collaboration tools.* Must be skilled in standard word processing, spreadsheet and presentation software (e.g., MS Office) and experienced in (or willing to learn) Google Apps. Comfortable using cloud-based apps and collaboration tools, including database, collaboration and project management systems. Familiarity with website management and social media is a plus.
9. *Practical experience, and formal or informal education* in agriculture, land management, farm businesses or related fields is highly desirable.
10. *Experience with—and networks in—New England* state non-profit, farm business and/or agricultural support and farmland protection service provider networks are a plus.

**Work hours and schedule:** This is a full-time, salaried position. The successful candidate can be based out of a home office, but will work two days per week in our Keene NH office. Regional travel and some evening and weekend work required. Occasional national travel.

**Experience:** Minimum of 3 to 5 years of experience in a related field.

**Compensation:** Compensation is commensurate with skills and experience.

**To apply:** Submit a one-page cover letter outlining qualifications for this position, along with a detailed resume to [info@landforgood.org](mailto:info@landforgood.org) (Subject: Program Director) **by April 15, 2018**.

Interviews will be scheduled soon thereafter, and a writing sample and references may be requested.

The position will remain open until filled.

For questions about this job opening, email [info@landforgood.org](mailto:info@landforgood.org)

For more information about Land For Good, visit [www.landforgood.org](http://www.landforgood.org)