



Job Description

New England Program Manager (full-time)

[Land For Good](#) (LFG) is a regional and national leader on issues of farmland access, land tenure, and farm transfer. Since 2004, Land For Good has been working to put more farmers more securely on land in New England, to support farm viability, increase farming opportunity, and keep farmland in farming.

The **New England Program Manager** will fill a key role in the organization by directly advising and educating on farmland access and transfer planning in southern New England (Massachusetts, Rhode Island, and/or Connecticut), and supporting region-wide program development and delivery. This full-time position reports to the Executive Director and will work closely with other leadership staff and the field team.

Land For Good strives for a society grounded in the principles of social and economic justice. We foster a diverse and inclusive workplace that honors the unique talents, perspectives, and lived experiences of each person. This is a unique position with room for growth and adaptation over time. We will work with the right candidate who is energized about our work. Joining our team includes training, mentoring and support. Land For Good works proactively to integrate issues of equity and justice in our work, including our hiring.

Program Manager responsibilities include:

- Manage and implement new Massachusetts Farmland Partnership Program grant;
- Oversee LFG field staff in Southern New England and related projects;
- Coordinate internal LFG professional development for field staff;
- Advise and educate farmers, landowners, organizations, and agencies on farmland access and transfer planning;
- Network and conduct outreach;
- Elevate the priorities of historically underserved and low-resourced farmers in the region; and
- Participate in strategic planning and organization-wide leadership team to expand LFG's impact in New England and beyond.

TO APPLY: Please use our online [Application Form](#) to submit your resume.

If you are having challenges with this form, please reach out to employment@landforgood.org with the email subject: "Program Manager application".

Review of applications will begin March 9. Ideal candidates will be able to start by April 6. The position will remain open until filled.

Areas of Responsibility (approximate time allocation)

1. Manage and implement a new Massachusetts Farmland Partnership Program grant (50%).
 - a. Expand outreach and education to farmers about farm transfer planning in Eastern and Central Massachusetts.
 - b. Implement (with communications team support) a new promotion campaign for farmland linking and the New England Farmland Finder website.
 - c. Train and connect key professionals (realtors, attorneys, etc.) to work with farmers and farmland owners on farmland access and transfer needs.
 - d. Participate in statewide partnership gatherings and events to advance Massachusetts Farmland Action Plan goals.
2. Oversee LFG field staff in Southern New England (i.e., three direct reports) and related projects (10%).
3. Coordinate internal LFG professional development for field staff (10%).
4. Participate in strategic planning and organization-wide leadership team to expand LFG's impact, including fund development (15%).
5. Conduct outreach, educational offerings, advising, and networking to represent LFG across New England, and particularly in RI (15%).
6. Other projects and activities as needed.

Required Qualifications

1. Passion and experience supporting farmland access, tenure, farm viability, and/or transfer.
2. Demonstrated experience with financial and project management of grant funded projects.
3. Experience managing team members, consultants, partners and/or volunteers.
4. Excellent interpersonal and networking skills. Ability to engage with people, convene and manage groups, and utilize coaching and facilitation skills in a variety of settings. Knowledge of and experience with adult education.
5. Self-directed; high attention to detail; capable of developing and implementing a work plan.
6. Effective communication, writing, and public speaking skills.
7. Successful team player with strengths in collaboration and communication skills. Motivated and energized to find new, creative, and effective ways for internal and external collaboration and program support, including connecting a fully-remote team dispersed across New England.
8. Proficient in Google applications and MS Office Suite (Word, Powerpoint, Excel); comfortable with cloud-based document sharing and collaboration programs. Ability to adopt CRM

platforms. Additional computer skills are a plus.

9. Commitment to infusing equity and justice within work.

Preferred Qualifications

1. Experience with and passion for supporting historically underserved, low-resourced, farmers with limited English proficiency, and/or low-literacy farmers.
2. Comfortable with the latest trends and technology in online collaboration, zoom, and leading virtual meetings/events.
3. Experience and skills in developing contracts and/or supporting client relationships.
4. A related Associates or Bachelor's degree, and/or work/community experience.
5. Experience with mission-driven service, public education, and advocacy work.
6. Familiarity with the agricultural community and service provider network in Massachusetts and/or New England.

Compensation

This is a full-time, 30-40 hr/week position. Annual salary range is between \$45,000 to \$60,000, with final salary dependent on hourly commitment and qualifications. Compensation includes paid sick, holiday, and vacation time; employer contributions to a SIMPLE IRA. We do not offer health insurance at this time. All direct work-related expenses are reimbursed. We actively support professional development. This is at least a two-year grant and contract funded position, with potential opportunity for growth.

Location and schedule

This is a remote position that requires a home office with a reliable internet connection. Candidates must be located in New England, with a preference to be based in Central/Eastern Massachusetts. Hours are primarily Monday to Friday, 9-5 with flexibility. Access to a car for regional travel is necessary; some evening and weekend work will be required (e.g., field workshops, regional conferences, twice-yearly staff retreats).

Equal Opportunity/Affirmative Action Employer

We have a clear vision: to be the place where a diverse mix of talented people do their best work to ensure the future of farming and food systems. Our organization runs on the hard work and dedication of our passionate and creative team – staff, board, consultants, and partners. Our vision and values are reflected in our employment-related decisions, including hiring practices. LFG actively encourages people who bring diverse backgrounds and perspectives to apply. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.